Local Government SERVICE

MARCH, 1940

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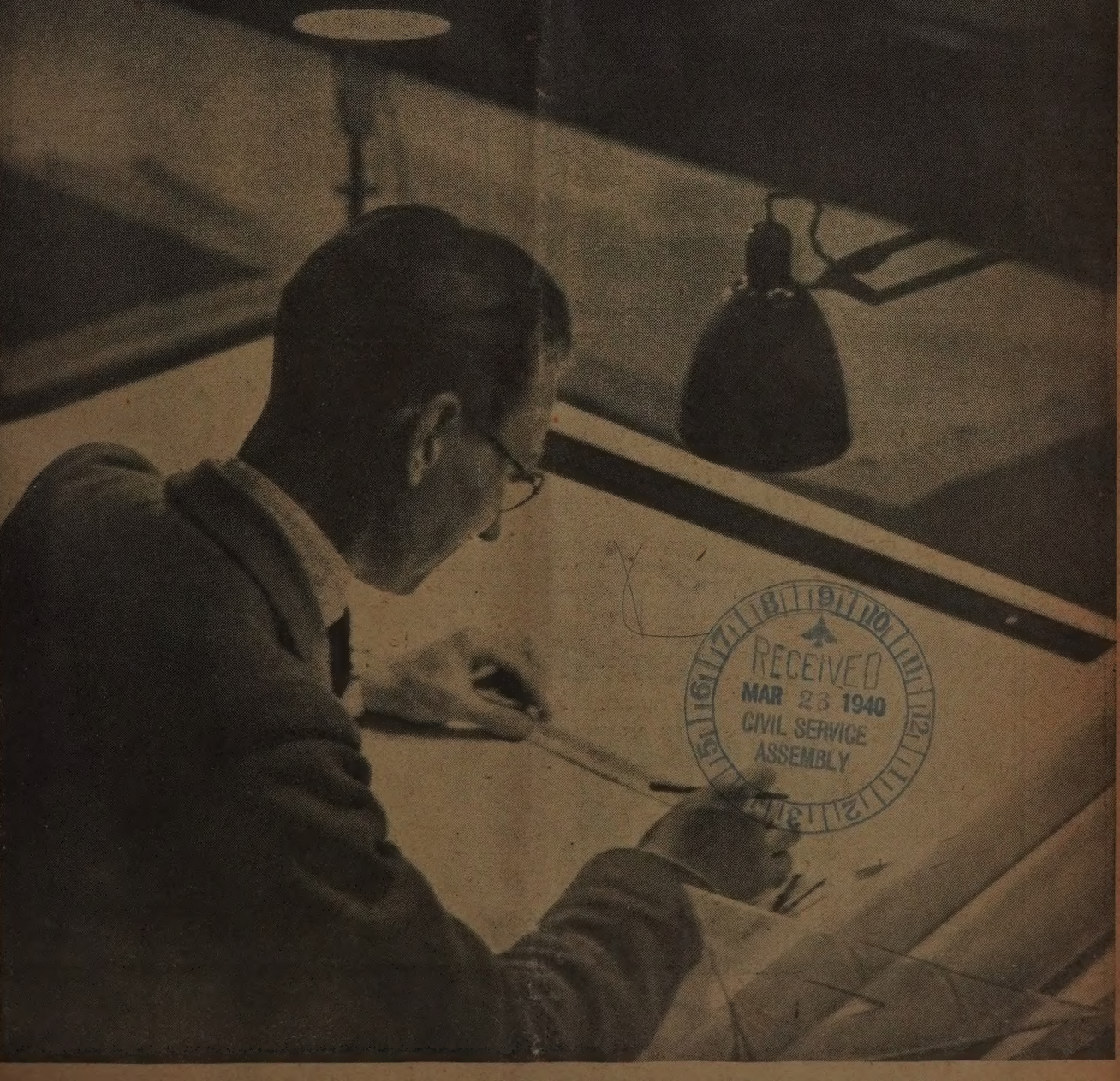

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Local Government SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

MARCH, 1940 No. 3 Vol. XX

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NOTES AND COMMENTS

Who Are Our Rulers?

THE government of Britain, we are constantly being told at municipal banquets, is democratic—government of the people, by the people, and for the people—and local government represents that democracy in its purest form. Local authorities, the Minister of Health informed a NALGO deputation last month, are jealous of their autonomy and unwilling to submit one jot of their rights to outside control, whether from Whitehall or anywhere else. What, we wonder, would these speakers make of the following extract from a recent letter received from a branch in South Wales?

"This Council has not yet made any decision with regard to the Local Government Staffs (War Service) Act. But the borough Labour Party convened a conference shortly before Christmas, to which all unions affiliated to the T.U.C. were invited. A vote was taken as to whether the council should be *allowed* to make up the difference between war service pay and civil pay, and the majority voted against."

This, unhappily, is only one of a number of instances of outside interference with that "jealously guarded right" of local authorities to rule in their own houses. More curious still, it is in direct contradiction to official Labour Party policy, both on the attitude of the "party" to the local authority, and on the supplementing of war service pay.

Mr. Herbert Morrison, speaking for the Labour Party Executive at its annual conference in 1936, said:

"There is a tendency in some areas for the municipal Labour Party to be made the creature in current administration of the local Labour Party outside. There have even been extreme cases where the council agenda is actually considered by the local Trades Council or local Labour Party and the councillors are ordered how to vote. That is not democratic. It means that the councillors as elected by the people are not in fact in charge of the municipal administration, but that people who are not elected by the people are. Our experience is that practically everywhere where that utterly undemocratic system has been adopted it has brought disaster to the quality and ability of administration, and even electoral disaster as well. When that principle is applied—that the public representative becomes not a person who is carrying out the broad policy of the Movement, which he ought to do, but becomes the creature of a body that is not responsible to public opinion—then the electorate may well destroy that Labour Party, and if so, it will deserve it. We cannot grumble about Nazi dictatorship and apply the same kind of principle in public administration."

Further, in a recent circular to Labour groups on local authorities, the Labour Party stated:

"The policy of the Labour Party, the Trades Union Congress and the trades unions concerned is that there should be *uniformity of practice throughout the country*, that no distinction should be made between members of the various Services, and that *service pay should be made up to the level of civil pay*."

What is one to say of a party which rejects the principle of democratic freedom in its dealings with local government, and repudiates internal discipline in its relations with its own national organisation? We commend the problem to Mr. Morrison.

Blimp on War Pay

ANOTHER type of interference with the local authority is illustrated in this paragraph from the "Manchester Evening Chronicle":

"Leading Chambers of Commerce in Lancashire are united in their objection to what they describe as the 'preferential' treatment being accorded to employees of public authorities serving in the Forces, whose army allowances in many cases are being made up to full civil pay.

"'There is no criticism of private firms making part or full allowances to employees in the Forces' the 'Evening Chronicle' was told to-day by a member of the Lancashire Chambers committee. 'But the payments made by local authorities constitute unjust and preferential treatment at the expense of other ratepayers, and is unjust and uneconomic.'"

In other words, there is no harm in your business rival treating his staffs decently; it may send up his prices, and give you a chance to undercut him. But if a local authority does it, the cost will be shared equally, and some may fall on you. It might even encourage your own employees to seek similar "unjust and uneconomic" concessions.

Gad, sir, never!

Advice for the Citizen

A LARGE number of branch secretaries and public relations correspondents have responded to the suggestion made by Headquarters early in the war that they should co-operate with the Citizens Advice Bureaux sponsored by the National Council of Social Service, and it is encouraging to learn how many have found in the contact a valuable means of combining public relations with public service. While most of the problems brought to the bureaux are probably not directly concerned with local government, many are, and in helping to answer them N A L G O members are doing useful work. There are now 800 bureaux up and down the country, and we hope that every branch not already in touch with those in its area will promptly repair the omission.

Guide to War-Time Problems

PROBABLY no less valuable than the bureaux themselves is the service of Citizens Advice Notes which their existence has led the National Council of Social Service to publish. These notes, summarising the spate of regulations and enactments which the war has provoked, are indispensable to any official dealing with social problems, and should be on every branch secretary's desk. The first dozen have now been collected into one volume, excellently indexed, and selling at 2s. 6d. (or substantially less if a number are ordered). It is intended to continue issuing the notes at fortnightly intervals, and the subscription rate is four shillings for a series of twelve. Orders should be sent to the National Council of Social Service, 26, Bedford Square, London, W.C.1.

Helping the Serving Member

LAST month's paragraph commending Bridlington's scheme to send parcels to its members in the Forces, and the offer of Mr. Grainger, secretary of the North Eastern district committee to "look after" N A L G O warriors stationed in his area, has elicited several more examples of similar enterprise.

Mr. A. J. Davis, secretary of the Skegness N A L G O Social Club, offers a hearty invitation to any members near Skegness to visit the club—open till the end of this month—free of charge, of course. The invitation has already been broadcast locally, through the Press, and directly to the various contingents in the area.

Mr. Sydney Wright, secretary at Dewsbury, reports that most members of his branch are contributing from 3d. to 1s. a month to a parcels fund, and that an enthusiastic women's committee is busy making socks, pullovers, scarves, and Balaclava helmets. Dewsbury, incidentally, claims to have been the first in the field in this work, which it started last October.

Chester branch secretary, Mr. G. A. Morgan, is organising a "penny a week" collection for regular despatches of parcels—the first were paid for from branch funds—and appeals to all serving members in the Chester area to call on him at the Town Hall so that he may arrange for their entertainment, individually or collectively. Mr. Morgan would also like to hear from branch secretaries who know of members stationed in their areas.

We shall be glad to hear of, and report similar schemes.

The Library's Part

THE libraries, too—as was shown in the article by Mr. Frank Haigh in the January journal—are playing a big part in supplying entertainment and instruction to the troops. At Gravesend, for example, as Mr. A. J. Philip, the borough librarian has informed us, nearly 1,200 books and a large number of periodicals have been permanently withdrawn from the library and supplied to troops in training and A.A. batteries in the area, as well as for the use of evacuated children. These supplies are additional to the large stocks of books supplied before the war to the public assistance institution, the training ship "Cornwall," and local hospitals. Arrangements have also been made to supply periodicals and readers' tickets to wardens' posts and weekly changes of books to an A.A. regiment.

All this is war work of the highest value, and we commend the example to other librarians—many of whom, no doubt, are already following it. It is also first-class public relations.

Pantomime for the B. & O. Fund

ONE of the happiest devices for raising money for the Benevolent and Orphan Fund of which we have yet heard is that adopted by Mr. John Sutcliffe, public relations correspondent at Ealing, and some of his colleagues. They have produced a first rate pantomime, "Cinderella," and have gallantly offered to give performances free to any branch within reasonable distance of Ealing, as a means of raising funds.

All the branch is asked to do is to provide a suitable hall and stage and a decent piano, and to undertake to give the cast of 12 a light meal, to transport some of them to a convenient point in London after the show, to convey the effects (all will go in a taxi) from the scene of the preceding performance, and to admit members of the Forces free.

The show is described as "a pantomime for grown-ups" and, having seen it, we can give an assurance that it is as bright and well-produced as it is riotously Rabelaisian. London branches wishing to combine a lively evening with a good turn for the Fund should get in touch with Mr. Sutcliffe at the Town Hall, Ealing, W. 5.

Delayed Journals

WE offer an apology to the many members whose journals were greatly delayed last month. The fault lay neither with Headquarters nor with the printers, but solely with the recent weather which had disorganised rail transport. As members will realise, the railway companies were forced to give preference to coal and other urgent traffic, with the result that goods parcels were seriously delayed. These delays may continue for some weeks, and we trust that readers will submit to them with good grace.

Send them "L.G.S."

IT is hoped that all branches have now arranged to send copies of LOCAL GOVERNMENT SERVICE, and their branch magazines, to their members with the Forces. Both may be posted to men serving anywhere abroad, or in His Majesty's ships, without permit. Postage on this issue is 1d. per copy.

MR. ELLIOT DISAPPOINTS

FEW announcements will have been awaited with keener interest by our members than that which we make elsewhere on the result of the Association's deputation to the Minister of Health and the Secretary of State for Scotland. The Association's attitude to Whitleyism has been so clear and consistent, and the place which Whitleyism is accorded in its policy is so well understood by members, that their reactions to this announcement can be expressed without delay.

The memorandum which the deputation submitted dealt impressively and exhaustively with the problems with which the Service is now faced. How urgent some of these problems are is apparent on the face of them, and was no doubt emphasised by the deputation. If other evidence were needed it could be found in the fact that in some instances they have come to the notice of the Government's Regional Commissioners as having urgent bearings on defence.

In seeking a solution to these problems the Association has not failed to recognise the factor on which the Minister of Health, at the interview, laid so much stress, namely, the sense the local authorities have of their independent responsibility for the conditions of service of their staffs. Though conscious of the homogeneity of the local government officers' work, and more than ever conscious, in common with the local authorities, of the extent to which the Government is using the local government officer for its own functions, the Association does not suggest the incorporation of local government officers in the civil service. It did not go to the Minister to ask him to seek powers to take service conditions out of local authority control ; nor even to ask for the establishment of Whitley machinery on a compulsory basis. The Association's deputation went to emphasise how everything in existing circumstances pointed to the desirability of completing—in the interests of the nation, the government, and the local authorities, and not only of the Service—a machinery of Whitleyism in which many local authorities are already participating, voluntarily and contentedly ; and to ask the Minister to stress these considerations in a circular to the local authorities' associations.

In the light of these facts the result of the interview must be a severe disappointment to the Service. The Minister received our deputation with his unfailing courtesy and charm ; he expressed his appreciation of the labours and achievements of the Service, particularly in defence preparations and war measures ; and he assured the deputation that the Government was not unsympathetic to Whitleyism. It will be difficult for the Service to understand why he could not go to the length of issuing a circular as desired.

The local authorities, we realise, are not prepared to accept dictates in such a matter ; but we feel that the Minister has underestimated the prestige his Department has. The local authorities may not always accept the Ministry's advice, but they surely do not set it at naught. On many matters they recognize a central department to have knowledge of what is happening in the country which goes beyond that which any individual authority can possess. The Ministry and the local authorities, despite inevitable differences of opinion at times, have maintained an atmosphere of co-operation and co-partnership in their relations which ensures that the views of one will always receive serious consideration by the other without too much thought of " dictation " by either.

No difficulty can arise through lack of precedents. Whitleyism was not born when the last war raged, but on other questions of service conditions the Ministry then issued many circulars of advice. Moreover, all post-war governments have supported a general principle not only of offering direct conciliation in disputes, but of encouraging the establishment of machinery by which questions between employer and employee can be resolved with advantage to both, and to the nation. There seems little difference between what the Secretary for Scotland undertook to do and what the Minister of Health declined to do, at the interview.

Nevertheless, the Association will act on the Minister's suggestion and make a fresh approach to the authorities. The Minister has, perhaps, not " banged the door," but may have felt that before considering further steps himself, an approach should once more be made to the local authorities in the new circumstances of war.

It seems late in the day to contend for the value of Whitleyism to the local authorities themselves. We nevertheless hope that our members will now do their utmost to create an informed body of opinion in support of it, in all areas ; and stress the peculiar advantages it has at a time like this. Some of its warmest advocates are councillors, and not a few of these will be prepared to take some action toward influencing the local authorities' organizations to " bless " it. They could urge with truth that Whitleyism takes firm root in the loyalty of local authorities when once established ; and that, as is conspicuously the case in the North-West, it is the local authorities themselves who then show a disposition to enlarge its functions.

In the pressure of war administration, councillors should appreciate the extent to which business will run more smoothly and their own time be spared for the primary aims of local government, if staff problems, made vexed and complex by the impact of war conditions, can be dealt with on uniform lines by bodies which can concentrate on such issues and gather wide knowledge and advice for their solution. Nor should the local authorities forget the important function Whitleyism has at this time of preserving general standards of recruitment, training, and efficiency. Only if this is done can the local authorities hope to retain, after the war, their independent responsibility for the wide range of services they have established in recent years.

We hope that the local authorities' organizations will now agree to consider the subject in the most comprehensive manner, studying the material which the Association can place at their disposal ; and give a lead to their constituent members which we are sure will be a signal service to the nation at this time.

Calling All Women

A CHALLENGE TO MEN—AND THE N.E.C.

Does NALGO ignore and suppress its women members, denying them in practice the equality it accords in theory? This provocative article claims that it does, and holds the men, in branches and on the Council, responsible for that feminine apathy of which they complain

I AM getting rather tired of the word "apathy" which one hears so often applied to the women members. Why does it exist among us? May I give what I think are some of the causes.

The last war resulted in an abundance of unmarried women. These women had, and still have, to adopt a career as a means of livelihood. Some branches make the excuse for not giving the women a square deal, that they are just "birds of passage," entering the service merely to earn pin money and leaving it at the earliest possible date to marry. Therefore, it is argued, they need to be placed in a special salary grade and require little, if any, representation on the branch committee. I know of one branch holding this view where, until two or three years ago, women were not even admitted as members of NALGO. When they did secure admission they were given representation on the executive committee only in an advisory capacity on women's questions and were not allowed to vote except on these matters. The women in that branch have the impression that it will cause friction and jealousy if they come into the open and compete with the men for a seat on the executive committee. Can it be wondered if they are apathetic?

"Put out that moon"

Nearly every month we read in the Journal of branches adopting revised or new grading schemes—usually with a special one for women. In my opinion, this practice should be strongly combated, and I blame the N.E.C. and Headquarters for not taking a firm stand in these cases. Surely, when it is brought to the notice of either of these bodies that a grading scheme is under consideration, with the usual special grade for women, representations should immediately be made to that particular branch with a view to the elimination of this evil. There may be some "birds of passage" among us, but there are hundreds of women who have adopted the Service as a career and who do not merit this treatment.

At the last annual conference, a notice of motion was submitted urging greater representation of women on the N.E.C., but this was defeated. From the platform we heard that "the time has now arrived when NALGO should get rid of sectionalism. Women should be ready to take their place with men on similar terms. All are in the Association together and on an equal basis." Surely, after this statement, the N.E.C. and Headquarters cannot be excused if they allow these special grades continually to be put into operation by branches. They provide a flagrant example of sectionalism.

If the war continues and the "reserved occupations" are revised, more men in the Service will be called to the Colours. This will result in women shouldering heavier responsibilities and extra work, more often than not without extra pay. They will have the opportunity of doing jobs for which they have always known themselves capable but have never hitherto been allowed to perform. In some authorities, women are cheerfully doing double jobs, involving much overtime, in order to save the cost of temporary staffs, and thus to deprive the councils of any excuse for cheese-paring in making up the pay of men with the Forces. The women regard this as their contribution to the national emergency, and are doing what they can to help the men to get a square deal.

What will be the reaction of the men when the war is over? Will they return and soon forget the service women have rendered to them and to the country? Shall we still be relegated to the "special grade" and given little or no opportunity in the future? We realise that we are not likely to reach the top grades and that equal pay for equal work is at present a myth; but the fact that there exists something to aim at and a job which requires the use of our brains, gives us an incentive and kills the bogey called "apathy."

Will the menfolk also remember that our pensions will be based on the salary we receive during the last few years of our 40 years' service, and will they see that the reward of our "bit" in this crisis is that we are not thrown on the scrap heap when retiring age comes to eke out an existence on an inadequate pension? Will they also bear in mind that, on an inadequate salary, we cannot save and thereby augment our pension as they try to do? Let us, therefore, have the chance to compete fairly, with the knowledge that those of us who have to face the 40 years' service can look forward to retiring in some degree of comfort. Let us trust that at last the N.E.C. and Headquarters have realised the position of many women in the Service.

We have proved, in my branch, that there is no need for a special grade for women, and women are given a reasonable opportunity for promotion. The branch rules provide that the executive committee and officers shall include at least two women, and though we do not claim to be a model branch, there has never been any friction or jealousy and the grading scheme has worked smoothly.

E.I.N.B.

CAMPAIGN FOR NATIONAL WHITLEYISM

N A L G O'S Case for Government Sympathy and Practical Help

A POWERFUL appeal for Government help in N A L G O's campaign to secure, through Whitley machinery, national standards of salaries and service conditions for local government officers, was made by a deputation of the National Executive Council received by Mr. Walter Elliot, Minister of Health, and Lt.-Col. D. J Colville, Secretary of State for Scotland on February 2.

The deputation, which was led by the President, Lt.-Col. E. J. Stead, contended that the importance of the work of local government officers, which had been enhanced by war conditions, justified the demand for a basic standard of salaries and conditions, and national standards of recruitment. These standards could best be secured through a series of provincial joint councils linked to a national joint council and composed of representatives of all local authorities and the officials' national organisation.

Such a system would leave unimpaired the true principles of local self-government. The Association's efforts could not, however, wholly succeed without Government sympathy and practical help, and the deputation therefore asked the Minister and the Secretary of State to address a communication to every local authority urging it to take its proper place in the Whitley Council scheme and to observe the findings of the joint councils.

National Standards Warranted

Col. Stead emphasised the fact that, to-day especially, local government officers were brought into closer contact with the daily life of the people than any other branch of the public service. The significance of their work, the Association contended, warranted the application of national standards of recruitment, salaries, and service conditions. To-day there was no national machinery able to protect the officials of every local authority from harsh conditions and unjust scales of pay. In the absence of Government help—to which they held themselves to be entitled—local government officers saw no hope of setting up an organisation able to redress their legitimate grievances.

Col. Stead further suggested that the Regional Defence Commissioners should be urged to confer with N A L G O on many of the matters coming within their province.

Mr. A. A. Garrard, chairman of the National Executive Council, enlarged upon the points made in a memorandum submitted by N A L G O, drew attention to the many problems that had arisen through hasty decisions and the absence of any co-ordinating machinery, and urged that Whitleyism provided the only practical solution to present-day difficulties, and to the officers' claims. But to-day, even in the areas covered by provincial Whitley councils out of 1,122 authorities, 660 were not members of the councils. The attitude of many of the authorities was, in fact, only lukewarm, and the associations of local authorities were indifferent to Whitleyism. And of the Government departments, where the Ministry of Labour supported Whitleyism, the Ministry of Health appeared to be apathetic towards it.

Mr. Garrard pointed out that, as a result of the last war, civil servants, teachers and police, had been provided respectively with Whitley councils, the Burnham Committee, and machinery for negotiation arising out of the Desborough Report. Yet local government officers had remained unrecognised in this field. The deputation represented nearly 120,000 officers, and a growing number were demanding recognition similar to that accorded to the other public servants he had mentioned. He felt that N A L G O had a right to claim this recognition, in view of its record and its devotion to the improvement in the qualifications of its members.

"Appalling" Conditions

N A L G O took the view that the service conditions of all local government officers should be removed from the cockpit of party politics, and should not be subject to the whims and varying political philosophies of local councils. Nor should their salaries be dependent on the incidence of local rates. But without Government aid in securing these aims through Whitleyism, its efforts would be frustrated.

Mr. H. Allen, chairman of the Service Conditions and Organisation Committee of the N.E.C., described the results of the national survey of existing conditions of local government officers conducted by the council during the past three years. It had disclosed an appalling state of affairs, in some areas more like the position a century ago. He stressed the points emphasized in the White Paper presented to the 1939 Conference, pointing out that, even in the areas covered by provincial joint councils, the standards the councils had set—standards agreed between employers and employed—were no more than a dream to a large number of officers. And in the areas without provincial joint councils the conditions were deplorable.

N A L G O had sought, and was seeking, to ensure that the local government officer everywhere should be a first-class man. It had wholeheartedly responded to the views expressed in the Hadow Report. The local authorities had not. To attract the type of officer required, conditions must be improved. Many examples could be quoted of officers who had satisfied all educational requirements but who today were being paid less than roadmen.

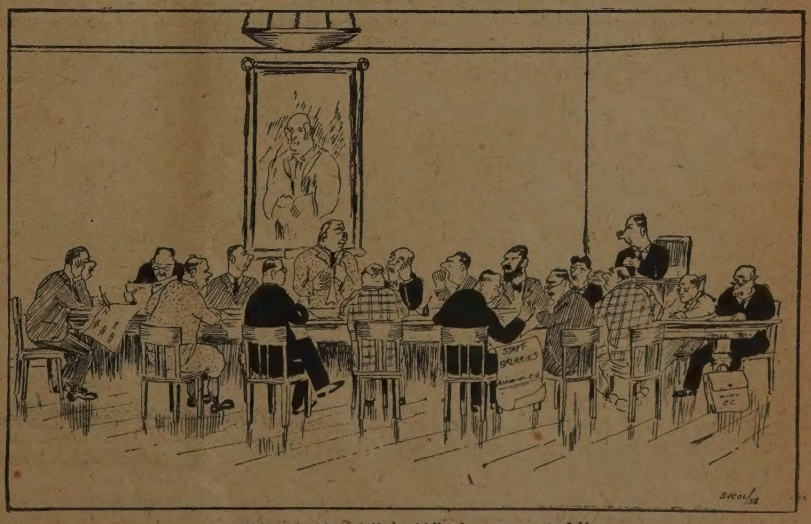
The Association was disappointed that the last review of districts had failed to eliminate the small authority. There were far too many authorities with a small population and an inadequate rateable value yielding a small penny rate; in fact, whole areas of the country were in this state.

N A L G O's survey—the results of which would be at the Ministry's disposal—had led to the national salaries campaign. But in prosecuting that campaign the Association was meeting the obstacles of local autonomy, impoverished authorities, local politics, and unreasonable parochialism. None of these could be overcome without effective government help.

Lukewarm Authorities

Other speakers dealt with particular aspects of the problem. Mr. F. H. Harrod, vice-chairman of the N.E.C., enlarged on the apparent absence of wholehearted support of the principles of Whitleyism amongst some of the constituent authorities of the eleven principal joint councils. There was a certain amount of disappointment amongst large numbers of officers and it would be better to anticipate the needs of the Service than to wait for something to happen.

Mr. P. H. Harrold, hon. solicitor for



"Who is this fellow Whitley, anyway?"

England, dealt with the inadequacy of the Superannuation Act in cases of injury or death on A.R.P. duty; and Mr. C. A. W. Roberts, junior vice-president, emphasised the educational side of NALGO's work. Mr. A. G. M. Archibald, senior vice-president, was to have attended the deputation, but was prevented by the transport hold-up from reaching London.

MINISTER'S REPLY

"Approach Associations of Authorities First"

The Minister of Health, in reply, expressed his appreciation of the importance of the work done by local government officers in the administration both of normal and of emergency services. He need scarcely say that the Government was not unsympathetic to Whitleyism, for, as the deputation had pointed out, it was established in the Civil Service. But the difficulty which he felt with regard to the request submitted lay in the fact that individual local authorities were specially jealous of their independence in any matters affecting their relations with their staff. He felt that the essence of Whitley machinery, if it was to be successful, was the willing co-operation of the employers and employed, through their respective organizations. It appeared to him that, if NALGO's proposals were to be brought to fruition, the goodwill of the representative associations of local authorities must be secured. An attempt to operate the machinery without their co-operation might well result in a deadlock which would discredit the plan.

He could not, therefore, accept the suggestion put before him that he should circularise local authorities. He thought that the right course was for NALGO to approach the associations in the first instance, with a view to securing their assent to the principle of the proposals.

Col. Colville referred to the Scottish Council, established in 1936, and on which the Convention of Burghs and the Association of Counties of Cities were represented. The association of County Councils in Scotland was not represented, but had recently issued a further circular to all county councils asking how they now viewed the question of affiliation in the light of experience, and the matter would be further considered at the next meeting of the Association in April. He suggested that the best course for Scotland would be to await the result of that meeting. Col. Colville expressed his appreciation of the services rendered by NALGO and undertook to communicate with the Association of County Councils in Scotland informing them of the present meeting and of his interest in the action the association had taken in circularising the counties.

NALGO MEMORANDUM

The memorandum submitted by the deputation opened with a brief history of NALGO—its inauguration 34 years ago, and its growth to its present membership of 120,000—and continued:

"The principal object of the Association is to improve the conditions and protect the interests of its members; to regulate the relations between such members and between them and their employers; to initiate and to assist in movements for the betterment of service conditions; to improve the status and promote the advancement of local government officers and the Service; to give to the legislature, government departments and others, facilities for conferring with, and ascertaining the views of, persons engaged or interested in local government; and to confer or co-operate with government departments and local authorities in regard to local government and local government officers.

Services to Members

"The Association, in addition to its primary function of acting as the trade union for the local government Service, provides an education programme, a wide range of economic activities, including many kinds of insurances and a building society, holiday centres, and a benevolent and orphan fund. Operations are conducted under no less than six sets of Acts of Parliament. . . . The accumulated funds for all these activities exceed £6,000,000.

"NALGO can claim to have made an important contribution to the education of local government officers, particularly in the study of public administration. The Association has always maintained that the first essential to adequate service

conditions is efficiency. It holds an examination of its own twice a year for members who are not catered for by the professional and technical examining institutions.

"The Association's summer schools, week-end schools, and study groups are now firmly established. It has coached by correspondence tuition thousands of members for most of the examinations taken in the Service. A lending library of text books numbering over 1,000 is in daily use. Loans are granted to members who require financial assistance to make themselves proficient; these loans range from small grants of about £10, usually required to pay the fees for entering an examination, up to substantial amounts to officers who wish to qualify for the law examinations but would otherwise be unable to meet the expense.

"For many years the Association has granted scholarships, totalling about £600 a year, to members to enable them to prepare for a University Degree or Diploma in Public Administration.

"The Association can claim to have been mainly responsible for the institution at eleven universities or university colleges of degree and diploma courses in public administration and has made annual grants to each university or university college since the inception of the courses to ensure their continuance.

Parliamentary and Legal Work

"Every bill and order in council concerning local government is examined with a view to protecting the rights and interests of the members of the Association. The Association confines its parliamentary and legal action to questions concerning the rights and privileges of local government officers. It is a fair claim to say that the driving force behind the Superannuation Acts of 1922 and 1937 was the efforts of NALGO, and the same can be said of the building up of the statutory provisions for compensation on abolition of office or diminution of emoluments.

"The number of cases in which legal advice and assistance are given has now reached nearly 2,000 per year.

Public Relations

"The Association claims to have pioneered the public relations work in local government. Large sums of money have been spent on a campaign which has been running for twelve or fourteen years solely to enhance the prestige of local government

"The policy behind this activity has been, and still is, to bring home to the user of local government a proper appreciation of the value of the services it renders to the community, and to stimulate the general body of ratepayers to take a greater interest in it.

Non-Party Policy

"The Association has steadfastly refrained from doing anything which could be interpreted as supporting any one political party. It is believed that the confidence of the public in the integrity of local government officers would suffer if the Association showed any bias in this respect.

"The Association has sought to establish the principle that local government is a work of national importance, although undertaken by a large number of separately established and independent local government bodies. This principle has been established in a number of Acts of Parliament, for example, in the compensation clauses under which service with any number of local authorities is recognised, and in the operation of the transfer value provisions in the Superannuation Acts. The same principle was accepted by the Departmental Committee on the Qualifications, Recruitment, Training, and Promotion of Local Government Officers

A National Service

"In times of national crisis such as the present the Government does not hesitate to make use of local government as a national service, and to send instruction to local government officers as if they were civil servants.

"It is submitted that the work of experienced and similarly qualified officers is of equal importance to the community irrespective of the character of the area, the amount of the rates in the £, or the political complexion of the employing council.

"The quality of the public health services should not vary according to the level of general economic conditions within each local government area. It often happens that the poorer the district, the more there is to do in the public health field.

"Similarly, the Association contends that there should be a basic standard for salaries and service conditions of local government officers which should not vary according to industrial prosperity or bad trade conditions which happen to prevail in different areas.

"Local government touches the lives of all the people more closely than central government; it is upon the skill of local government officers that legislation and ideas emanating from Whitehall depend for successful administration and sympathetic application to the people.

"If it is agreed that this work is of equal importance in a national sense to that of any of the functions carried out by the remaining sections of the public service, then it follows that there should be national standards of recruitment, remuneration, and general conditions of employment throughout the local government Service.

The Approach to National Standards

"The problem which we have to consider is how to ensure national uniformity of action in these matters without interfering with the first principles of local self-government. If we leave out the fighting services and the police force, the remainder of the public officers can be divided into three groups: civil servants, teachers, and local government officers.

"There are national scales of salaries and other service conditions for civil servants and Whitley Council machinery officially recognised for regulating them. Teachers (employed by local authorities) have national standards of pay and service conditions and a "Burnham Committee" officially recognised.

"So far there is little evidence that either the Government or the local authorities' associations are willing to concede machinery for local government officers similar to that which has been found to be so very useful to civil servants, teachers and the police force. For a number of years past motions have been tabled at the annual conferences of the Association demanding this form of recognition. The feeling on this score is rising throughout the Service.

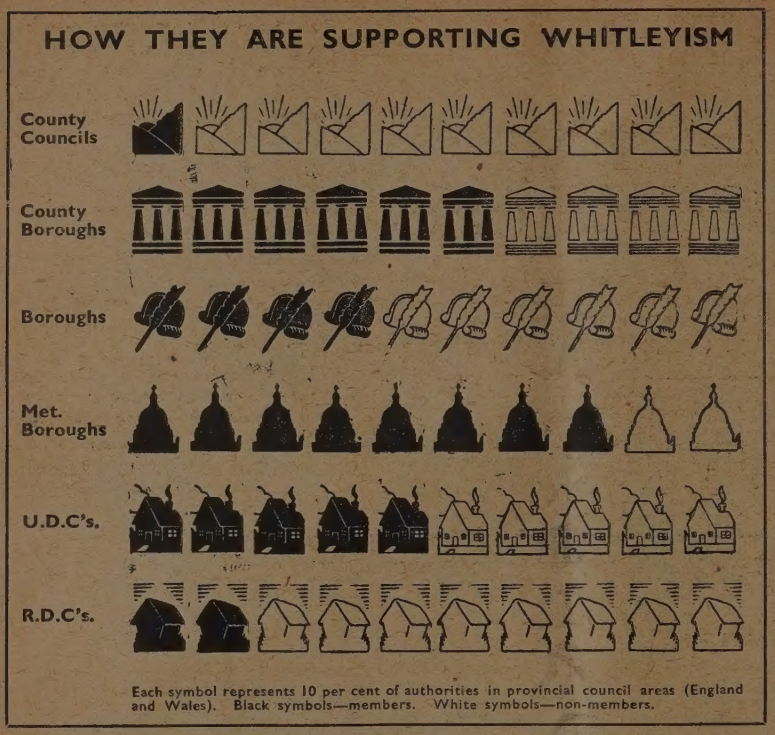
A Practical Solution

"NALGO considers that if the principles of local self-government are to be preserved, then the settlement of service problems on a nation-wide basis can be effected through a series of Provincial Joint Councils in England and Wales linked to a National Joint Council and composed of representatives of the local authorities' and the officials' national organizations.

DIGGING FOR VICTORY AT CROYDE

Photo by W. D. Marquis

Part of the recreation field at Croyde Bay Holiday Centre, now occupied by Headquarters Staff, is being used for growing vegetables.


HOW THEY ARE SUPPORTING WHITLEYISM
County Councils
County Boroughs
Boroughs
Met. Boroughs
U.D.C's.
R.D.C's.
Each symbol represents 10 per cent of authorities in provincial council areas (England and Wales). Black symbols—members. White symbols—non-members.

"In Scotland there is a National Council. Such a method alone avoids any suspicion that control is being taken out of the hands of local authorities. Agreements arrived at must have the support of both sides and the adoption of those decisions depends upon how far each side is prepared to recognise the moral force of a "gentleman's agreement."

"After twenty years of persistent effort, NALGO has obtained only a very limited acceptance by local authorities of the principles of Whitleyism, although in the last two years there has been encouraging progress. How long this apparent indifference will continue, depends, we submit, very largely upon the attitude of the Government.

Are We Entitled to Government Help?

"It would not be difficult to quote pages of official pronouncements testifying to the important place which local government holds in the national life and to the efficiency and loyalty of its paid personnel. Most of those tributes have been made in the normally constructive times of peace. We suggest that the time has now arrived when stark realities must be recognised. . . ."

After drawing attention to the colossal achievements of the local government Service in organising and largely manning the civil defence of the "Home Front"—of which a detailed account was given in a separate document—the memorandum went on to outline some "ragged ends" in the present situation, most of which might have been avoided by prior consultation with NALGO and all of which could readily be solved were national Whitley machinery a reality. These problems, all of which were dealt with in the article in the December LOCAL GOVERNMENT SERVICE, included wide variations of practice by local authorities in supplementing war service pay, anomalies in payment for war work and overtime, inadequate provisions for the compensation of officers and their dependants in the event of injury or death from war causes, the rising cost of living, abnormal recruitment of temporary staffs, and threatened services.

Seven-Point Policy

After a plea for resumption of the work of the Central Advisory Committee in planning more scientific methods of recruitment for the local government Service, the memorandum concluded with the following submissions:

1. That it is most desirable that every effort should be made now to plan for the remainder of the war-time as well as the peace which will follow.
2. That the Government has already recognised that it is in the best interests of the country that civil servants, teachers, and industrial workers should have a form of negotiating machinery for the amicable adjustment of differences between themselves and their employers, and what is good for them, surely, is good for us.
3. That local government officers are fully aware of the difference in treatment meted out to them by the Government and that shown to the rest of the nation's public servants.
4. That it is in the best interests of public administration that its official staff should not be left to seek a solution of its problems through alliances with organisations of workers engaged in occupations the conditions in which have no direct relationship to those obtaining in public administration.
5. That we are anxious to leave unimpaired the true principles of local self-government and that the establishment of a complete system of Whitley machinery will allow local authorities to retain those principles.
6. That the efforts we are making will never wholly succeed without Government sympathy and practical help.
7. That the problems enumerated show clearly the need for immediate help and the national danger of leaving these questions entirely to the free will of local authorities.

"We urge," the memorandum concluded, "that the Minister of Health and the Secretary for Scotland should address a communication to every local authority in England, Scotland and Wales urging them to take their proper place in the Whitley Council scheme, to observe its findings as a means of ensuring, especially during the war, uniformity of action concerning the basic conditions of service of the administrative, technical, professional, and clerical staffs in the local government Service."

There were two appendices to the memorandum. One showed the present position of Whitleyism in local government—illustrated in the accompanying map—and the other described, on the basis of evidence supplied by branch secretaries and public relations correspondents, the colossal task imposed upon local government staffs in organizing the various civil defence services and the efficiency and devotion to duty they had displayed in carrying it to success.

LABOUR MINISTRY SUPPORT

Whitley Council Deputation

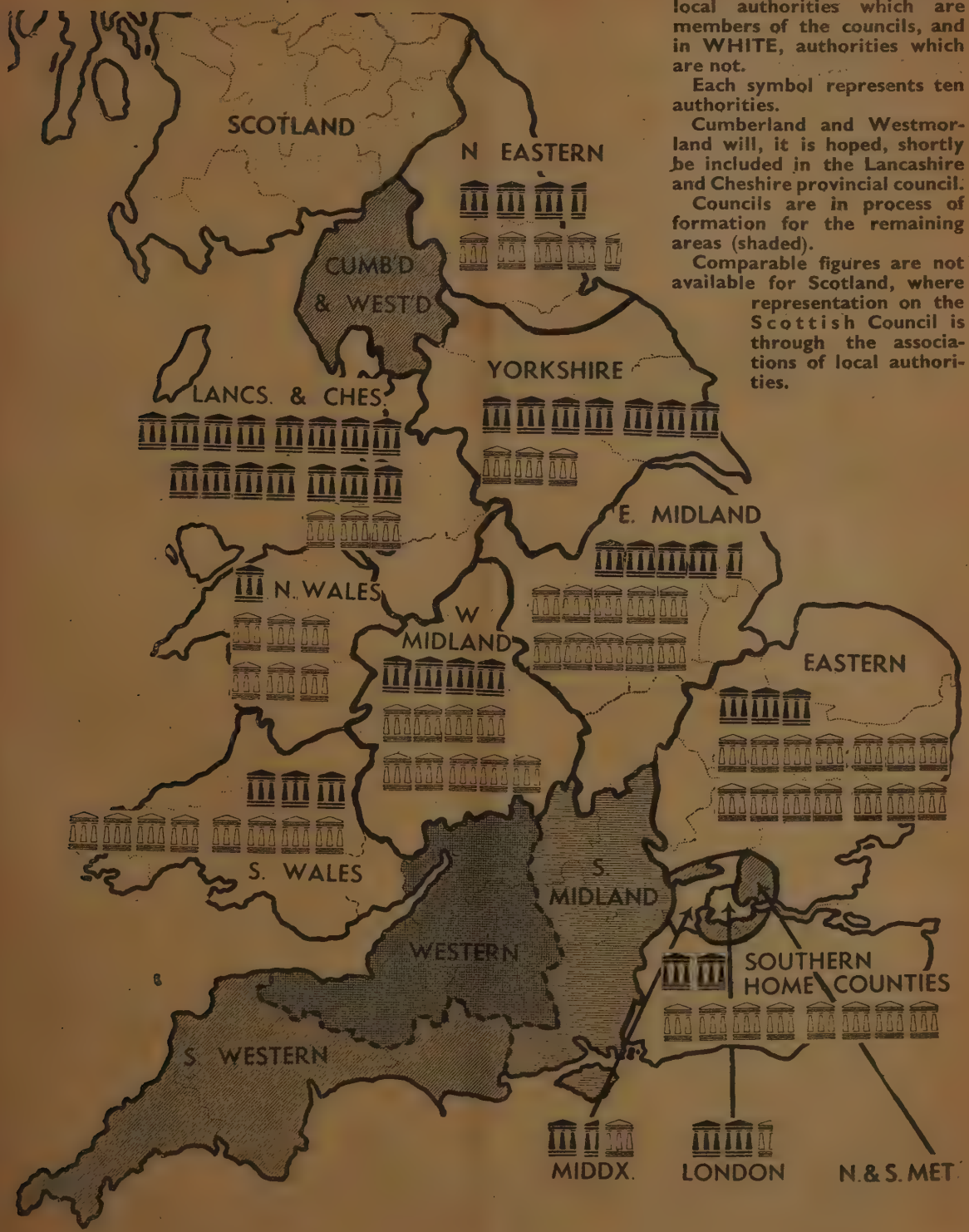
On the preceding day a deputation from the National Whitley Council had put a similar case, supported by parallel arguments, before Mr. F. W. Leggett, Permanent Under-Secretary of the Ministry of Labour.

Mr. Leggett expressed appreciation of the work of the National Council in forming so many new councils in various parts of the country. He assured the deputation that it was the desire of his department to co-operate with the National and Provincial Councils in every way. The Minister of Labour was wholeheartedly behind the efforts of the National Council to improve the machinery of collective bargaining throughout the local government Service, and would be prepared to follow any steps the Minister of Health might take to influence local authorities.

HOLIDAYS AT CAYTON BAY

As was announced last month, it is hoped—if the Government or the army authorities do not intervene—to reopen Cayton Bay holiday centre at Whitsun for the summer. Bookings are reaching Headquarters in great numbers, and members wishing to make sure of their holidays should write promptly to the Special Activities Department, NALGO Centre, Croyde, Braunton, Devon.

WHITLEYISM TO-DAY



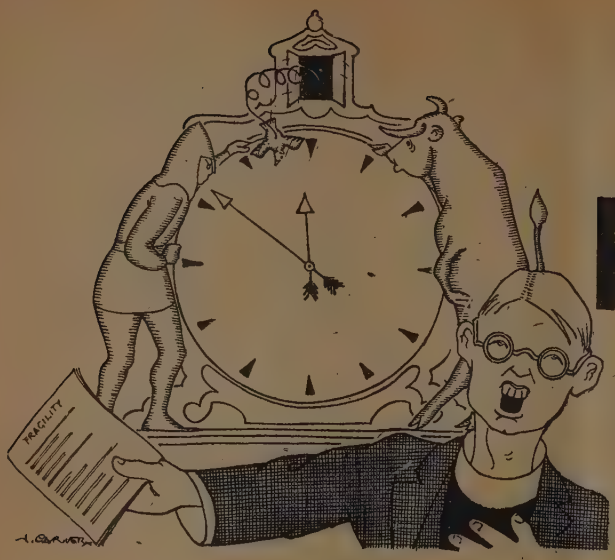
The eleven provincial council areas, showing, in BLACK, local authorities which are members of the councils, and in WHITE, authorities which are not.

Each symbol represents ten authorities.

Cumberland and Westmorland will, it is hoped, shortly be included in the Lancashire and Cheshire provincial council.

Councils are in process of formation for the remaining areas (shaded).

Comparable figures are not available for Scotland, where representation on the Scottish Council is through the associations of local authorities.



FIFTY-ONE

MUCH COWSLIP GOES LITERARY

Told by "JACKASS"

Illustrated by J. CARVER

TO the earnest student of that strange medley of high visions and gross blunders men call history, a salient feature is the remorseless inevitability with which events move step by solemn step to a terrific climax. The half-told story of our times is example enough. Through eyes surely half-closed we have watched the red cloak of catastrophe unfolding, little realising until too late how it was sweeping to envelop us. We have seen what we in blindness thought but isolated comedy scenes blend into a coherent tragedy of which the last act is yet unwritten. We have beheld a mountain grow from grains of sand.

So it was with the Much Cowslip Literary Institute. A month ago unborn, the product of a trio of unrelated events, it now bids fair to rival the House of Commons itself as a centre of entertaining gossip and academic discussion.

The initial impetus was given by a remark in deplorable taste during the last meeting of our usually well-conducted Executive Committee. Emboldened by the applause of those in the outer darkness—beyond the circle of the black-out lamp and therefore invisible to the Clerk—one of the less responsible members (a man who has never even earned an honorarium, let alone given up his Whitsun week-end to serve his colleagues at a Conference) seized an opportunity to make a totally irrelevant speech of criticism. Irrelevant speeches are common at our meetings, but criticism is fortunately rare. So rare, indeed, that the Clerk, in that state of drowsy indifference common to all branch officers during debates on how to do things they are already resolved not to do, failed to rule the malcontent out of order quickly enough. Oozingfield, who is something in the Sewage, was thus able to ask some impertinently pertinent questions. The one which startled the Clerk back into wakefulness was "What do we, as a branch, give our members for their subscriptions?"

Only a man intoxicated by his own rhetoric could have so utterly ignored the unwritten law of our discussions, that criticism must never exceed mild inference. Only a novice in debate would have framed a question so tactlessly that by answering it truthfully the committee must, by inference, admit its own futility. Small wonder, then, that those within the lamplight copied the Clerk's expression of pained disgust, clicked their tongues disparagingly, and said "Hear, hear!" emphatically when Oozingfield was ruled out of order.

The Clerk is too old a campaigner to despise an easy victory over a critic. With icy dignity he reproved Oozingfield for "introducing the savour of that substance with which he was so aptly associated" into a debate which otherwise had maintained the highest traditions of the Much Cowslip branch. Mr. Oozingfield's ill-mannered gibe—one could not regard it as a question meriting serious reply—was an insult not only to the honorary officers but equally to all those members of the committee who voluntarily gave of their leisure in service to their colleagues. He thought Mr. Oozingfield better employed in his daily task of activating sludge than in stirring up mud among his colleagues.

Oozingfield burst into tears under this reproof, fled weeping into the night, and was never seen again. Some days later his spectacles were found neatly folded on the river bank, so we drew our own conclusions. But his question festered in my brain—what *did* we give our members?

The second impulse was a chance meeting on the stairs with old John Passerby, our memory man. Like most up-to-date offices we have a complex card-index system by which a reference on one card enables one to trace another card which indicates on what ledger folio to look for the cross-reference without which the correspondence required cannot be found. In wartime it is an invaluable asset, because the most astute spy could search for months without discovering anything. So could members of the staff, especially as Miss Legge makes all the entries on the wrong cards and files them in the wrong places, but old John can always remember where anything is and produce it instantaneously. We realise how unbusinesslike it is to rely on such a fallible guide as human memory, but life is too short for the intricacies of our card-index. So we ask old John, and he replies "Second drawer down, near the front, in a pink folder with the corner torn off." And it is so!

Everyone likes old John, so when I encountered him on my way to the Clerk's office, I greeted him cheerfully:

"You're quite a stranger. Been off lately?"

"Just a few days. I'm quite well now."

As I continued down the stairs at the double two phrases mingled in my mind—"What do we give our members?" and "You're quite a stranger." The Clerk supplied the connecting link.

He had been pondering whether Much Cowslip might set an example to other authorities by arranging some beneficial and stimulating evening activity for the inhabitants, and so help to maintain the morale of the Home Front. He thought that, having terrified them by extensive and blatant preparations for mass air-raids, soured them by posters exhorting them to be cheerful and save money they hadn't got, and depressed them by forecasts of sterner sacrifices ahead, we might, without unseemly levity, relax a little.

I suggested weekly dances, but the Clerk tut-tutted me into silence and reminded me how Councillor McIsaacs would deprecate any competition with his cinema. I suggested community singing concerts, but the Clerk raised the same objection. He also vetoed anything musical because Councillor Gumble would surely insist on singing "Asleep in the Deep." He wanted something which could be labelled educational, so that we could claim a Government grant towards its cost.

Suddenly I saw the light. Why not form a literary and debating society among our members and invite the public to its

meetings? Given free use of the Council Chamber and a small charge for admission, we would not only provide a social contact for the staff but make a profit. We might be the first branch of N A L G O to declare a dividend. No longer could critical members ask what we gave them. No longer would one member of the staff be "quite a stranger" to another. And if our efforts did not entertain the public, I was no judge of my colleagues.

The Clerk thought it a brilliant suggestion, though he made it clear that while he was treasurer there must be no idle talk of dividends. He appointed himself Chairman and me Secretary of the Society, and as founder-members we drew up the rules:

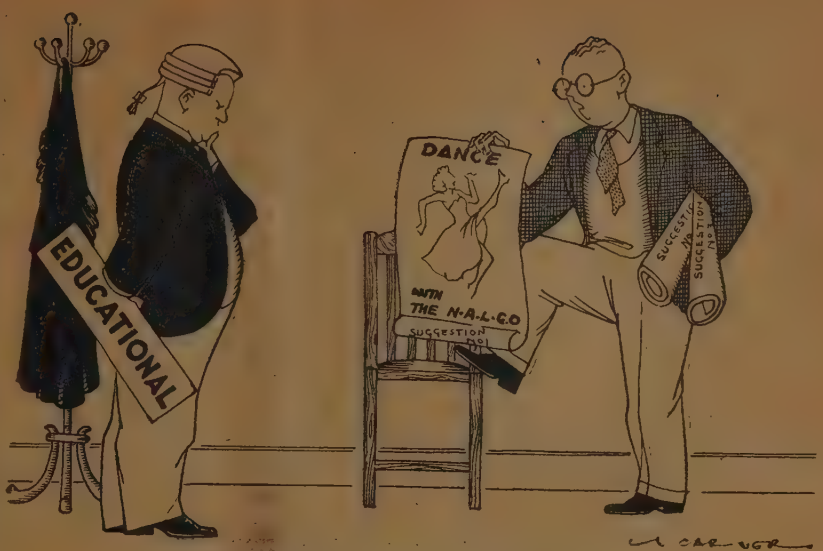
a) That the Society be called officially the "Much Cowslip Literary Institute," and colloquially the "Eleven-Fifty-one."

b) That any financial loss be chargeable to the ordinary members and any profit accrue to the founder members.

c) That the Chairman be the Clerk of the Council for the time being, and the Secretary such person as he shall appoint.

d) That the Chairman and Secretary shall constitute the Committee, with power to take all decisions and sign cheques.

The Institute being thus firmly established on a sound democratic basis, we fixed the membership fee at one guinea a year, payable quinquennially in advance, enrolled the staff by the simple expedient of telling them that those wishing to contract-out must tell the Clerk personally, and arranged a programme for the Winter Session. So far we have held two of our weekly meetings, and have been markedly successful. The attendance of members of the Council, admitted free, lends a certain dignity to our proceedings and attracts those people who for some strange reason are always willing to pay a shilling for the privilege of sitting next to a Councillor. Personally, I dislike Councillors, but I always invite them to our functions as a matter of courtesy—certainly not with any idea of unduly influencing them in their dealings with us, since experience has shown that after eating our food and drinking our wine they make a point of refusing our next



"He wanted something that could be labelled educational . . ."

application, to demonstrate to the ratepayers their complete incorruptibility.

Considering its importance as a new departure in local government activity, and because other authorities will doubtless wish to send deputations to study our methods when the holiday season arrives, I may be forgiven for explaining more fully the scope and nature of our experiment. Our first effort was a lecture by the curate on "Sound Pictures in Poetry." His theme was that beauty of sound is the hallmark of great verse and that, given sufficient rolling cadences to conjure up vague but thrilling mental images, an intelligible meaning is unnecessary. He concluded by reciting an example of his own composition:

FRAGILITY.

Oh foul immensity of mirthless night
Profane with green conglomerate rebukes,
On what high stalactite or stalagmite
Are poised thy dusky grinning namelukes?

To me in vain arboreal Eskimos
Yodel their elemental battle-cries.
Mine are the secrets that Niobe knows
And by their very knowing faints and dies.

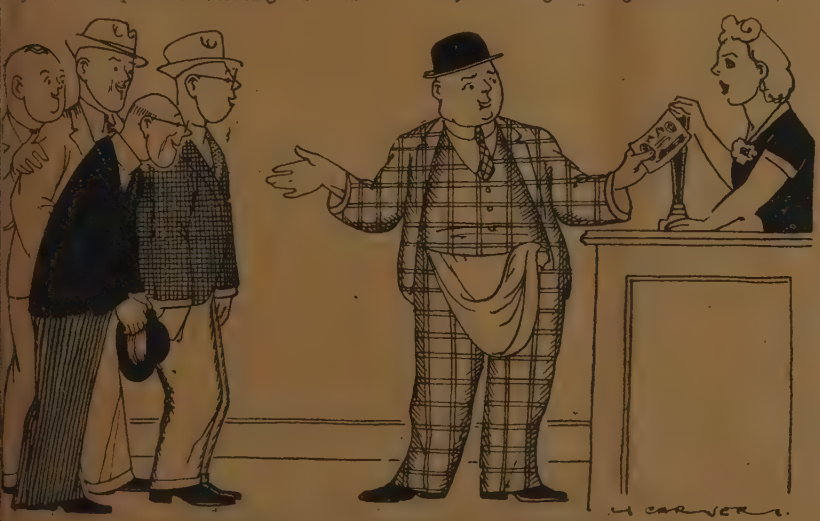
Dazed by the milk-warm ecstasies of spice
I climb immeasurable mountains high,
And like a fantasy repeated thrice
Haunt the grey solitudes where echoes sigh.

Solemnly then and softly be it said,
Lest on the unbelieving ear its beauties fall—
Even the deep divisions of the dead
Are impotent to bounce a bursted ball.

The curate, a blond, intense young man, has a long thin neck and a protuberant Adam's apple, the evolutions of which so fascinated his audience that they encored him no fewer than sixteen times, reducing him to a state of perspiring pride and themselves to helpless rapture.

Our second attempt was a lecture by Councillor Gumble on "Food Problems in Wartime." As the owner of the village provision store he was something of an authority, and devoted much of his time to listing articles which were likely to become scarce and dear. He mentioned that, fortunately, he had ample stocks of these commodities, but urged his hearers in the national interest not to buy more than their normal requirements. The next day the police had to control the queue outside his shop, and he sold stocks as fast as the lorries could bring them. He has since paid public tribute to the value of our Institute.

Our subject next Wednesday is "That the bombing of children is unkind and anti-social." Even in these stern times there are so many sentimental namby-pambies about that I won't be a bit surprised if the Ayes have it. If any of you care to come, I shall be happy to welcome you. Excepting members of the Council, there is no free list.



"Paid public tribute to the value of our Institute."

COST-OF-LIVING BONUS DECISION

NEWS of the decision of the National Whitley Council on January 23, on a cost-of-living bonus, reached us last month just as the journal was going to press, and it was impossible to do more than give an outline of the recommendation adopted by the Council at the instigation of N A L G O.

The full text of the resolution is as follows :

That the remuneration of officers within the purview of this council be increased on April 1, 1940, in accord with the undermentioned scale :

(*a*) An officer whose normal salary does not exceed £300 per annum be granted a bonus at the rate of 6 per cent of salary.

(*b*) An officer whose normal salary exceeds £300 per annum be granted a bonus equivalent to 6 per cent of the first £300 of salary, plus 3 per cent of salary in excess of £300, or 3 per cent of £200 whichever is the less.

That the foregoing recommendation be subject to the under-mentioned conditions :

(*a*) The bonus shall remain in force until altered or rescinded by the national council, the position to be reconsidered at intervals in the light of changing conditions, the first review to be made not later than July 1, 1940.

(*b*) This recommendation in its application to an area covered by a provincial council shall be subject to endorsement by the provincial council, who shall have regard to any agreements operating in the area.

(*c*) The bonus shall be calculated by reference to normal salary exclusive of fees except where fees are recognised by the local authority as forming part of the whole of the salary of an officer.

(*d*) Bonus shall not be payable in respect of a travelling allowance or an allowance made for provision of office accommodation and/or clerical assistance, unless in the case of an allowance for clerical assistance the local authority grants a bonus on such basis as it deems desirable in the circumstances on condition that the officer will apply the whole of the amount received to granting a bonus to the assistants employed.

(*e*) In the case of a part-time officer there shall be first ascertained the bonus which would have been payable had the officer devoted his whole time to the employment, regard being given to the salary payable for the part-time employment and the proportion of whole-time devoted to the duties, and the officer shall be entitled to receive by way of bonus the same proportion of the amount so ascertained as is represented by the proportion of whole-time service devoted to the duties.

(*f*) In the case of a whole-time officer holding two or more appointments there shall be ascertained the bonus which would have been payable had the officer been employed whole-time by one authority and been in receipt of a salary equal to the aggregate of the salaries he receives for the several appointments ; and in respect of each appointment held the officer shall be entitled to receive by way of bonus the same proportion of the amount so ascertained as is represented by the proportion of his total remuneration allocated to the appointment.

(*g*) In the case of an officer who enjoys free apartments and rations in addition to salary he shall be entitled to receive one-half of the bonus calculated by reference to the total of his cash salary and the money value of his emoluments.

(*h*) In the case of an officer who enjoys rations only in addition to salary he shall be entitled to receive two-thirds of the bonus calculated by reference to the total of his cash salary and the money value of his rations.

3. That the bonus granted shall be regarded as a temporary payment intended to assist in meeting the increased cost of living owing to the War, and shall be recognised as due to and dependent on, the existence of the abnormal conditions now prevailing.

4. That any question arising between a local authority and a staff organisation regarding the interpretation of this recommendation shall be determined in the first place by the provincial council for the area or, failing agreement, by the national council.

The South Wales provincial council has already adopted the recommendation of the National Whitley Council, and meetings of the other provincial councils are being called as soon as possible. It is hoped that all will, in a very short time, recommend the adoption of the national agreement to the constituent authorities in their areas.

In addition, the recommendation of the National Council has been sent direct to every local authority in areas not yet covered by a provincial council—i.e. South Midlands, Western, and South-Western. Any branch whose local authority is in a provincial council area, but is not a constituent member of the provincial council can now apply, through NALGO, for a bonus on the lines of this recommendation.

FIVE MORE COUNCILS GIVE BONUS

THE following local authorities have granted a cost-of-living bonus to salaried officers in addition to the nine reported in February :

Essex C.C.—WHOLE-TIME EMPLOYEES earning up to £208 p.a. : 11½ per cent on first £104 (i.e. 4s. 6d. p.w.) ; earning over £208 : not less than he would have received had he been earning £208.

PART-TIME EMPLOYEES : Proportion of bonus to those receiving under £208.

Bonus will increase or decrease for each 9 points variation in the cost of living figure above or below 175.

Kesteven C.C.—Five per cent on salary up to £130 for single officers and up to £200 for married officers, from January 1, 1940.

Workington B.—Whitley Council scale—6 per cent on first £300 and 3 per cent on next £200, from January 1, 1940.

Pontypridd U.D.C.—4s. p.w. to adults, 2s. p.w. to juniors, retrospective to December 4, 1939.

Ramsbottom U.D.C.—6 per cent on all salaries.

Tees Valley Water Board—6s. p.w. to all officers with salaries up to £300 p.a.

NO WOMEN'S APATHY AT WALTHAMSTOW

By IVY H. JENNINGS

AT the annual general meeting of the Walthamstow branch of N A L G O in November, 1938, I was asked to convene a meeting of women members with the idea of inaugurating a women's sub-section which would serve as a committee to deal mainly with the interests of women in the Service. A meeting was convened, and although the attendance was not large, those who did attend were enthusiastic.

A secretary, chairman, and committee of four additional members was elected. We decided to meet in committee bi-monthly unless any urgent business cropped up, and to hold a general meeting three times a year.

In May we had an interesting film evening, showing films supplied by Headquarters.

The outbreak of war prevented us holding our September meeting, but we held the first annual meeting in December. We decided to hold a social and dance, giving the profits—which totalled £5—to the Lord Mayor's Mansion House Fund. We hope to arrange more similar social affairs for charity. Many of our members are doing various forms of voluntary national service in their spare time, which restricts us as a "body" from doing all we should like, but when the war is over we hope to expand our social activities.

We have enlarged the women's representation on the general executive, and one of our members serves on the Metropolitan district committee and on the salaries and service conditions committee.

At present our members are scattered in different buildings all over the town, which makes it difficult sometimes to reach them, but a new town hall is under construction and this difficulty will be largely solved when we "move in." I do not think apathy is an attribute of the Walthamstow branch women's section.

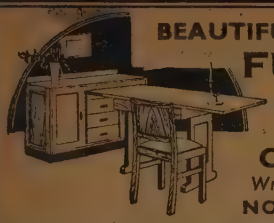
£10 AND MEDAL FOR AN ESSAY
Haldane Competition

THE Council of the Institute of Public Administration invites members of the public services to enter the competition for the Haldane Prize of £10 and a silver medal, to be awarded to the writer of the essay which is regarded as forming the most useful contribution to the study of Public Administration.

Competitors may choose any subject which lies within the field of public administration, **and, in particular, subjects dealing with the impact of war on the public services.** They are advised to take a subject of which they have made a special study. Essays must not exceed 5,000 words.

Copyright in the prize-winning essay is vested in the Institute of Public Administration, and no responsibility is accepted for the return of essays to the writers.

All essays must be submitted under a *nom-de-plume*, the full name and address of the competitor being enclosed in a sealed envelope bearing the *nom-de-plume* on the outside, and must reach the secretary of the Institute at Palace Chambers, Bridge Street, London, S.W.1, not later than June 30, 1940. Envelopes must be marked "Essay Competition."



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148, Holborn, E.C.1.
Please send me your MUNICIPAL GUIDE.

NAME .....
ADDRESS .....
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Exam. in which interested .....
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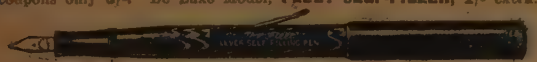
(½d. stamp only required if unsealed.)

CUT THIS OUT

L.G.S. PEN COUPON VALUE 3d.

Send five of these coupons with only 3/- (and 2d. stamp) direct to the **Fleet Pen Co., 119, Fleet Street, E.C.4.** By return you will receive a handsome lever self-filling **FLEET S.F. PEN** with solid gold nib (fine, medium or broad), usually 10/6. Fleet price 4/3, or with 5 coupons only 3/-. De Luxe Model, **FLEET SELF-FILLER**, 2/- extra.



★ LOOK INSIDE ★
a BENSON watch
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The 'Defence Watch' for men engaged in National Defence work. 15-jewelled lever movement. White dial with green luminous numerals and hands. Unbreakable glass. Leather strap. Extra strong case. **Solid 9-ct. gold, £8.10.0** (or yours for 15/- with order and 15/- monthly). **Solid silver, £4.10.0. Stainless steel £4.4.0** (or for 10/- with order and 10/- monthly).

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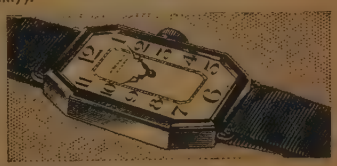

Lady's solid 9-ct. Gold Wrist Watch on moire silk band. 15-jewelled lever movement. **£8.15.0** (or yours for 15/- with order and 15/- monthly).

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These diamond rings are examples from a special range at **£8.15.0** each (or yours for 15/- with order and 15/- monthly). Remember, a ring of Benson's fine quality is a wise and safe purchase.

You may order by post from Benson's Catalogues with every confidence, or call at Benson's Showrooms, mentioning this advertisement.

SPECIAL DISCOUNT to accredited Public Officials or monthly payments if desired.

POST COUPON TODAY!

J. W. BENSON, LTD., Dept. "A"
62 & 64, LUDGATE HILL, LONDON, E.C.4

Please send, post free, illustrated catalogue(s) I have ticked and details of monthly payments and of special discount to accredited Public Officials.

☐ AB Pocket Watches, Wrist Watches, Chains
☐ C Rings ☐ D Jewellery, Cigarette Cases, Cuff Links, etc.
☐ E Plate, Silver, Cutlery, Toilet Requisites, etc. ☐ F Clocks

NAME _____
ADDRESS _____
L.G.S., March

Resigned To It

An A.R.P. instructor was lecturing his class.

"Supposing," he said to one pupil, "that a Nazi squadron unloaded several thousand incendiary bombs, and they all dropped on your area. What steps would you take?"

The man gave the matter a few minutes' careful thought.

"I would resign, sir," he said.

* * *

Spring-Cleaning

"When do you start spring-cleaning, Mrs. Binks?"

"'Sh! Don't let Bob hear. He's threatened to scuttle himself rather than face it."

* * *

Shaving off your Bread

Owing to a strike of bakers, the town was entirely beardless for the day.

(*News item.*)

Naturally. "No beard was baked at all," commented a man with a long white bread.

* * *

Planning Ahead

Mr. Reginald McKenna dealt with the subject of inflation at to-day's Midland Bank meeting.

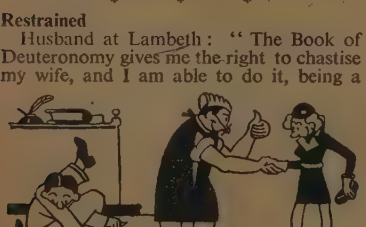
"I conclude," he said, "that public opinion is not yet ripe for the imposition of a scheme for compulsory saving. But should we ever be engaged in another war I believe we should at once turn our minds to a plan of the kind proposed by Mr. Keynes."

So start saving for the next war—NOW!

* * *

Restrained

Husband at Lambeth: "The Book of Deuteronomy gives me the right to chastise my wife, and I am able to do it, being a



Jiu-jitsuist; but all I did was to put a half-nelson on her to restrain her. It may have hurt, but did no permanent injury."

Money may not buy happiness, but with it you can be unhappy in comfort.

AT RANDOM

By "HYPERION"

Drawings by RAMSAY DICKSON

Song for War-Time

With thanks for each new morn,
That there is born
New life, new hope, new day,
And a new way—
With smiles for sunlit or beclouded skies—
So let me rise.

With thanks when day is done,
That sleep is won—
That something has been spent
To good intent
And something gained of good, if not the best—
So let me rest.

—From "At Dawn and Dark"
by Arthur L. Salmon.

* * *

From a Catalogue of Paris Restaurants

L'Escargot, 38, Rue Montorgeuil; illustrious snails and steaks, and noble Burgundies.

That's just another of those experiences which will have to wait until we're through with this blue-pencil war!

* * *

Printer's Error

Oldham—*Precious* decision to make up full salary rescinded. . . .

—LOCAL GOVERNMENT SERVICE, *January*, 1940, *p.* 30.

* * *

Cheerful Thought

"The work of preserving society is sometimes onerous, sometimes almost effortless. The more elaborate the society, the more vulnerable it is to attack, and the more complete its collapse in case of defeat. At a time like the present it is notably precarious. If it falls we shall see not merely the dissolution of a few joint-stock corporations, but of the spiritual and material achievements of our history."

—*From "Robbery Under Law,"*
by Evelyn Waugh.

Learn French with "Hyperion"

My word, baron, have you had one over the eight? Goodness gracious me!

Mon mot, baron, est-ce que vous avez eu un audessus des huit? Bonte gracious moi!

Can I give you a lift?

Est-ce que je peux vous donner un ascenseur?

I don't care a damn!

Je ne soigne pas un barrage!

Chuck it, Marchioness! You're pulling my leg!

Jetez-le, Marquise! Vous tirez ma jambe.

That's the stuff to give them!

Ca, c'est le tissu de les donner!

Trade is looking up. The governor is full of beans.

Commerce regarde en haut. Le gouverneur est rempli d' haricots.

Now for it!

Maintenant pour le!

* * *

Reincarnation

Do you know Cyril Fletcher's story about his college friend who was sitting on her professor's lap while he explained to her his theory of reincarnation? "You know, professor," she said, "I don't think I *ought* to be sitting on your lap while you explain to me your theory of reincarnation." He said: "*Oh, what the heil, we only live once!*"

* * *

When will this War end?

Comment by a wife: "This war can't go on for more than a month, because my old man has joined up—and he never keeps a job for longer than that."

* * *

Reflection

Hearing the B.B.C.'s "Youth Takes a

Bow" programmes quite reconciles me to the grim arrival of middle age.

* * *

Fashion Note, 1940

The perfect bust points slightly upwards, but even slightly weary busts can now cry excelsior, and there are just seven things you can do about it.

—*Woman's Fair.*

* * *

Rationing Rhymes

I find it puts me out of humour
To be described as "the consumer."
More accurate, more British, neater,
I would I were described "the eater."

* * *

My tale of Florrie Urk is sad.
She took the ration books from Dad;
And spread the coupons on her bread.
"A wartime substitute," she said.

—John Pudney in "Lilliput."

* * *

The Democratic Weapon?

I expect there is a good deal to be said for the comfortable shadow of a bombing plane—now a term of abuse, but the only democratic weapon.

—*T. E. Lawrence* (in a letter written in March, 1935).

One For Best

"But I thought you had a gas mask already, madam," said the air-raid warden.

"Oh, yes, of course," she replied, "I have an everyday one, but now I want one for best."

* * *

L'apres-midi d'un phone

The number was engaged all the afternoon.

—*Evening Paper.*

* * *

Plus ça change—or Time marches on !

Ye shall understand that by long time I, amongst others, have endured a Parliament which continued by the space of seventeen whole weeks, where we communed of war, peace, strife, contention, debate, murmur, grudge, riches, poverty, truth, falsehood, justice, equity, deceit, oppression, magnanimity, activity, force, attemperance, treason, murder, felony, counsel . . . . . and also how a commonwealth might be edified and also continued within our realm. Howbeit in conclusion we have done as our predecessors have been wont to do, that is to say, as well as we might, and left where we began.

—Thomas Cromwell, in 1523.

Non-Stop Sentence Derby

(*From the Daily Synopses of Decisions, United States General Accounting Office.*)

Where the contract provides that for changes in the work causing an increase or decrease in the amount due "an equitable adjustment shall be made," and a change order is issued reducing the work to be done because of the necessity for having a portion of the work performed in a manner different than that originally contemplated and reducing the contract price on the basis of the unit price of the particular work as set forth in the contract for this purpose, in connection with which price the contractor has alleged error and of which probable error the contracting officer was on notice prior to award but took no steps to clarify on the assumption that no extra work involving the application of the said unit price would be ordered, and it is evident that the contracting officer did not accept the bid and execute the contract on the assumption that the contractor intended the unit price as bid, the erroneous unit price, the use of which would effect an unconscionable reduction in contract price, may be disregarded in determining the amount to be deducted under the change order.

* * *

Moratorium

The next letter is a bill, marked in red ink "Wartime Account." I hand this across the breakfast table to my two companions.

"What do I do about that ?" I ask sadly.

"Send a shilling postal order and mark it 'Wartime Settlement,'" they suggest.

Application

Dear Sir,

I wish to make an application should there be a vacancy in your offices suitable for me.

I am 17⅝ years of age, and have had just over 3 years business experience. At present I am working for a musical instrument firm in Regent Street as a Junior typist and an invoice typist, but I find that the travelling is getting a little too much for me, so I would like to get a birth locally.

I would be very pleased should there be a vacancy.

Yours in anticipation,

————(Miss)

* * *

Experientia Docet

The letter from the V.A.D. informed me that she had just passed one of her examinations with a hundred marks out of a hundred.

"The chief question," she added, "was: 'Describe the cause, symptoms and cure of alcoholic poisoning.' I only had to cast my mind back to X's last party."

* * *

Tail-piece

Famous last words.

"I think geraniums smell just heavenly !"

STARVATION (?) in the TOWN HALL

Nalgo Approved Society Steps In

Scene : ANY TOWN HALL AT CLOSING TIME. "A" IS REACHING FOR HIS HAT.

B. How do *you* fancy being rationed for meat ?

A. Can't imagine, being a vegetarian.

B. Oh, I suppose you're the sort of fellow that doesn't take sugar in his tea or have butter on his bread.

A. Correct—*or* soda in his whisky.

B. Well, I *live* on meat, butter, and sugar. How shall I get on ?

A. Don't give up hope. Stick it as long as you can. And don't forget that the **Nalgo Approved Society** sends its members falling ill—including, I believe, those suffering from starvation (night, or otherwise)—to the best convalescent home in the country, free, makes grants towards hospital expenses, and then pays money benefits.

B. Splendid, Watson, the scheme seems to have undeniable advantages. What is this Society of which you speak ?

A. Can't stop to tell you now. Just drop a line to *NALGO Centre, Croyde, Braunton, Devon*, for the whole story.

Weather Forecast :

"Cold spells and sudden thaws," then :

DRIP

DRIP

DRIP

Burst pipes—ruined ceilings—damaged furniture and carpets.

You can't control the weather, but you CAN save your pocket from the effects of the train of disaster that invariably follows a burst pipe.

And don't forget there are no wireless weather forecasts to warn you of the approach of cold spells.

For details of a :

NALGO HOUSEHOLDERS COMPREHENSIVE POLICY

Write your name here.....

and address .....

and post to **NALGO CENTRE, CROYDE, BRAUNTON, DEVON**

Branch Magazine Page **Edited by Norman H. Rogers**

HOW TO OBTAIN ADVERTISEMENTS

By W. DENNIS WAY, Manchester

BRANCH magazine page has dealt with many of the problems that beset editors, and, in continuation of this policy, the subject of advertisements is worthy of some consideration. With the cost of paper rising steadily, such revenue may well prove the saving factor for more than one journal in the difficult days to come.

At the outset, let it be said that "home-made" magazines, produced by means of a duplicator, can scarcely hope to interest hard-boiled advertisers. As business men, they spend their money in the hope that it will earn them more than they lay out, and such a result can hardly be hoped for where the circulation is counted only in scores.

For bigger circulations, the generally accepted basic page-rate is 20s. per 1,000 copies. Thus, a journal with a circulation of 2,000 could ask £2 for a full page, whilst one with only 500 circulation should not expect more than 10s. In practice, however, there is considerable variation from this rate. Much depends on the class of reader. For example, a technical journal reaching 1,500 doctors is of far greater advertising value to a surgical instrument maker than is a popular paper which counts only 500 medical men amongst its readers. Because it can claim no "waste" circulation, the smaller journal may reasonably ask a somewhat higher rate than the usual.

How do NALGO branch magazines stand on this question of "waste" circulation? Very well indeed. For example, it can be pointed out to insurance companies and correspondence schools that every reader has either examinations to pass or family responsibilities to face. Moreover, local government employment being permanent and pensionable, and salaries—in the more fortunate areas at least—comparing favourably with those in other callings, there is an equally strong appeal to local advertisers. Our publishers have a splendid story to tell.

Maybe yours is a small printed journal boasting no more than, say, 250 readers monthly. You cannot spare the time, nor would it pay you, to search for advertisements at 5s. a time. Overcome this by trying to interest your "prospect" in a twelve-month's contract for £3. You can guarantee him 3,000 circulation with the added force of constant monthly repetition—and it is repetition in advertising that counts!

It would not be a bad plan for several journals to band together to solicit advertisements from national advertisers, sharing the revenue between them. This should appeal to mail order houses, especially if the united circulation were fairly widespread.

Give your advertiser the benefit of exclusiveness. Obviously, if you carry announcements from two rival tailors, each can hope to tap only half the potential business. This, you may think, is not your concern, but wait till the time comes for you to secure your repeat orders!

The problem of finding prospects is not half so forbidding as it may seem at first sight. To begin with, have a word with your printer. It is in his interest as much as yours to see the journal flourish. He probably has amongst his clients one or two who would be interested. Allow him the customary advertising agent's 10 per cent. and he will probably take the matter up for you himself.

Many of you will have relatives in other businesses anxious to extend them; indeed, if you look around, you will find you can prepare quite an imposing list. Bear in mind that, in approaching advertisers, there must be nothing in the least resembling "blackmail." Sell your space entirely on its merits. Don't give anyone the impression that if he doesn't give you an order, you will take your private custom elsewhere.

In the long run, success and repeat business depend entirely upon your readers. If they are prepared to support advertisers, even at some inconvenience, renewed advertisement contracts will follow year after year, resulting in a better magazine and satisfaction to both sides.

GIVE THE OTHER FELLOW'S POINT OF VIEW

CAN we afford to ignore the other man's point of view? Do we, in fact, want to do so? Exponents of public relations know that it is only by considering the arguments and ideals of other groups of persons and studying how they arise that any other point of view can be successfully created and maintained. But what is the other man's point of view? What are the underlying factors leading to it?

Unless these questions are clearly and unmistakably answered, progress is impossible. Without a definite answer, ambiguities, misunderstandings, misconceptions, and distortions of fact impede the solution of problems of relationships. No one point of view can be imposed upon another in a free-thinking country, for such imposition will not be tolerated. This is made abundantly clear by the present international situation. Coming nearer home, this was grasped by NALGO when it decided to institute a live public relations programme. NALGO's aim is to put its point of view, to learn the other's point of view, and then to proceed, without friction, to join issue in reducing any points of difference to a minimum.

This is where the branch magazine can operate.

A branch magazine can, by widening its editorial scope, become the open forum for the clear statement of the arguments of all sides. **"In Print," Birkenhead,** has already begun this important work by establishing outside contacts in the development of the local public relations programme. The January number includes an article on "War and the Local Authority," by Col. Sandeman Allen, M.P. for Birkenhead West, who is at present on active service. Mr. H. Graham White, member for Birkenhead East, has promised to contribute to a later number, whilst it is announced that other contacts with civic leaders on Merseyside and prominent ratepayers are to be made. Editor JOHN L. ROBSON also mentions that he hopes to place one or two pages each month at the disposal of ratepayers.

This is a concrete scheme for the establishment of good public relations for, by opening the pages of the branch journal to those whose points of view do not always coincide with those of NALGO, the differences of outlook will be better appreciated and, in the long run, smoothed out by fuller understanding.

SUTTON COLDFIELD MAKES A FINE START

THIS month's newcomer to the ranks is "NALGO," the official journal of the **Sutton Coldfield** branch, edited by L. WHITE. It is a neat production and its tone may be judged from the editorial comment: "... This journal is not being given a terrific send-off which will almost certainly die away, but will endeavour to make progress by its own power." It is such a spirit which will make the journal a pillar of strength for the activities of the branch.

"Deptford News" (February issue) has taken full advantage of the new "link-up" of branch magazines with the Ministry of Information and the Industrial Welfare Society. The first batch of articles, recently released by the Ministry, has been used, not only by Deptford, with splendid effect. Branch magazines, on the whole, have now completely lost their "amateur" flavour, and have become local organs of some importance.

"The Guilder," Guildford, now edited by W. JOHNSON, always a progressive journal in the direction of outside contacts, prints an "exclusive" New Year message from the former President of Czecho-Slovakia, Dr. Benes. Good work, Guildford!

For reasons of economy, the **South Shields** branch has reverted to a duplicated journal, **"The Newsletter."** Despite this step, the journal is none the less attractive.

NEW JOURNAL

Sutton Coldfield NALGO L. White, Public Library, The Parade, Sutton Coldfield

"THINGS TO COME" THEME, OF WEEK-END SCHOOL

"Local Government in Prospect" is to be the theme of a week-end school which the area education committees of the North-Western district are planning to hold at Whalley Abbey, Blackburn, on April 27 and 28. Mr. G. Tomlinson, M.P., will open the school, and Lady (Ernest) Simon and Prof. J. R. Hicks (Manchester) will lecture on the effects of the war on the social services, the possibilities after the return to peace, and the financial aspect of war conditions. Further details from Mr. T. Roberts, Electricity Offices, Greenhill, Oldham.

CAN YOU SAY THIS

ABOUT YOUR PRESENT DUPLICATOR?

TELEPHONE. SOUTH 2385 REGISTERED T.U.III.

Scottish Horse and Motormen's Association

(Approved Society for National Health Insurance. No S/45)
Affiliated to the Scottish Trades Union Congress.
Educational Scheme with National Council of Labour Colleges

ROBERT TAYLOR. GENERAL SECRETARY
INSURANCE SECRETARY MISS ELIZABETH M STARR

YOUR REF
OUR REF RT/MBM.

HEAD OFFICE "BEARSLEY," 308 ALBERT DRIVE, GLASGOW, S.1.

26th January, 1940.

Roneo Limited,
165 Hope Street,
GLASGOW, C.2.

Dear Sirs,

I have pleasure in testifying to the exceptional performance of the Roneo "500" Electric Duplicator, which I purchased for this Association, towards the end of December 1939.

Until we acquired this Model, we were using a [redacted] which was continually creating difficulty for our Operators, but since we secured the Roneo, these difficulties have disappeared, and the following are, in our opinion, the outstanding factors in the Model:

1. The operation of the Roneo "500" is exceedingly simple, and recently we have had the opportunity to see that any member of the Staff, with little or no experience, can effectively use the machine.

2. In using the machine, it is possible to do so without being messed up with ink, and the job therefore, is cleaner, in every way.

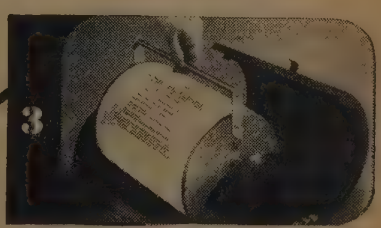
3. It enables us to use a two-colour process, by means of an extremely ingenious but, nevertheless, simple change of cylinder.

4. In these days when the cost of paper is a factor of importance, in any large office, the ability to secure a perfect copy from the first delivery is, in our opinion, an advantage which cannot be too highly assessed.

Yours faithfully,
Robert Taylor
General Secretary.

One single lever controls the operations of Roneo "500". Simplicity simplified!

The ink goes into the enclosed cylinder — never strays where it isn't wanted.



Colour change on Roneo "500" — just lift one cylinder out, and put another in.

Every copy — from the 1st to the 500th — is just what it ought to be.

Here, not in our words, but in the words of a user, are some of the outstanding features of the new Roneo "500." If your own past experience of duplicating machines isn't all that it might have been, this is your opportunity to make a change for the better — better work with no fuss or bother and a good many economies all round. A demonstration can be arranged at any time to suit your convenience. After that you will find that the Roneo "500" will suit you in every way!

call in RONEO "500" and do the job properly!

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READERS' FORUM

COST-OF-LIVING BONUS
Readers Reply to Dr. Sykes

THE economic analysis contained in the article by Dr. Sykes on the problem of salaries and the rising cost of living is incontestable. If the war is to be brought to a successful issue, sacrifices and economy will have to be made by everyone. Put briefly, we must for the present have guns instead of butter.

Already, however, engineers, miners, railwaymen, and other industrial workers have demanded, and obtained, wage advances to meet the burden of the increased cost of living, and various professional organisations have been instructed by their membership to negotiate for increased scales of salaries. In face of these developments, it is futile to expect NALGO to stand idly by and see the position of its members gradually deteriorate in comparison with other classes of workers. Therefore, unless there is a *general* limitation of wages and salaries, NALGO must proceed with its claim to be treated with the same consideration and respect as others. Local government officers must not be expected to endure conditions which do not apply to other bodies of workers.

It would appear that four main essentials are necessary to prevent injustice and unrest amongst the salaried and wage-earning classes.

Legislation to prevent increases in wages and salaries of all but the lowest paid;

More rigid control of prices;

Extension of the principle of rationing in order to restrict consumption and secure equality in distribution; and

Adoption of the Keynes proposals for compulsory saving, or some variant of the scheme, to ensure that wage-earners will be rewarded in the future for the sacrifice they are making now.

If the foregoing proposals were adopted the problem of salaries and the cost of living would lose much of its significance.

NOEL COLLINDRIDGE.

69, Park Road, Conisborough.

Why Bonus is Needed

DR. SYKES' objections to increasing wages are as follows:

1. *The increases always lag behind the rises in prices and never catch up.* We will put up with that, as long as we get the increases. At any rate, it is better than anything suggested in the article.

2. *There would be no stop to the alternate rise in prices and increase in wages.* Come now, Dr. Sykes! The war has been on for six months and we haven't had our first increase yet. Such increases would, at best, take place only at widely-spaced intervals, and surely the war isn't going to last for ever.

3. *The rise in prices and wages would lead to inflation.* It did not lead to inflation in the last war, nor has the steady rise in wages and prices in America during the past 50 years done so. If a state of inflation were to arise, would it not be due to a lack of competent economists at the head of affairs?

Now to the suggestions of Dr. Sykes:

1. *Restrict the purchase of luxury goods.* The government derives a large portion of its revenue from taxing goods in this category. And what about the workers in these industries? Is the country ready to absorb them into other industries? Not yet, I'm afraid.

2. *Extension of rationing.* Unfortunately we do not appear to possess the requisite number of efficient organisers for this. Witness the muddles over rationing schemes.

3. *Pooling of Wages.* I might be in favour of this if it were applied to everyone, including cabinet ministers and millionaires. Apart, however, from my personal feelings in the matter, I think it would be the surest way of losing the war. We cannot afford to have dissatisfaction in the country.

4. *A tax on war-time gains.* No local government officer will make any gains out of the war. And if the tax is on increases, why give us 5s. and take back 2s., unless, of course, it is to enable another government department to be set up somewhere in England to collect the tax.

5. *Stop all increases.* This should, in fairness, also mean a 100 per cent tax on all business profits in excess of pre-war ones. And that would mean stagnation and lack of incentive in the business community.

6. *Increase the work done.* As a sanitary inspector, this amuses me. The more I do, the more expense I put people to, and Dr. Sykes wants everyone to cut down their expenditure.

7. *Increases for the lower grades only.* I presume Dr. Sykes refers to those with less than £1,000 a year. I am quite in agreement with this.

DAVID J. W. ROBERTSON.

Sedgley.

Price-Fixing Preferable

MAY I make a plea that NALGO should not press for "war bonuses." I do this from a stand-point which I know was taken in the last war. NALGO is in a relatively strong position to bring pressure to bear on the Government, and this should be done to urge the Ministries concerned to fix prices of all consumption goods. This will achieve the end desired without a bitter campaign for wage rises against reactionary councils, and also aid fellow-workers who have not the strength and organization to obtain an adjustment in wages to the cost of living.

If all the trade unions could be persuaded to press this course upon the Government we should have gone a long way to prevent inflation.

M. SUMNER.

Northumberland.

RESERVED OCCUPATION
Anomalies of Operation

THE letter from "Kim" in the January number fits my own case closely. I am just twenty-four—twenty-three years, seven months, when war was declared. Before the war I was employed in the rating and valuation department of the Sheerness urban district council, and after a year or two of intensive preparation and study, passed the final examination of the I.A.R.V.O. last May. Also, just before the outbreak of war I was accepted as an Associate Member of that Association.

Before this I had had over seven years' experience in every sphere of my work—probably more than many rating students of my age, since we had only a small staff and I performed most duties of the department.

On the outbreak of war, apart from the rate collector, who was the first assistant to the rating and valuation officer, I was to all intents and purposes the chief assistant as regards valuation, posting of ratebook, and keeping of the accounts.

Being under twenty-five, I was liable for military service, in spite of my position, and the fact that I intended to take further examinations and to become fully qualified at the earliest possible age. In my department, and in others, were men, some new to the work, temporary, or unqualified, who, because they were over twenty-five, were considered "reserved."

Knowing that I should be liable for military service, I enlisted on September 25, choosing the Royal Army Pay Corps so that I might preserve to some extent my office training.

In writing this letter I do not wish to appear unpatriotic, because I think we should all make certain sacrifices nowadays, and undertake some work of national defence. Before joining the army I had enrolled as an auxiliary ambulance driver.

I cannot help feeling, however, some regret that a halt has been called to my professional career. Even if I obtain promotion in the army and secure a fairly remunerative rank, this can hardly be compared with the position I had hoped to secure before the outbreak of war.

I am wondering whether NALGO has considered the possibility of assisting men by testimonials or otherwise when they were actually in the Forces. Such a move might, perhaps, safeguard their administrative position, even in the Forces.

ERIC A. POWELL, Pte. R.A.P.C.

Retort to "Kim"

IT would almost appear as if "Kim," whose letter appeared in the January number, were expecting an unwelcome call.

Would age limits of 30 to 90 meet the case, irrespective of stamp lickers and town clerks? The trouble might then be over in time—for "Kim."

Leeds E. WILLIAMSON.

(Continued on page 80)

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(Continued from page 78)

CONSCIENTIOUS OBJECTORS
The Altrincham Decision

I HAVE noted with disgust the action of the Altrincham council in passing a resolution that conscientious objectors in its employment be asked to resign their appointments.

The Government has given formal recognition to the right of a man to be exempted from military service, if he proves that he has genuine conscientious scruples which prevent him from taking part in war. The body entrusted with the extremely delicate task of ascertaining the sincerity of the applicant's conscientious objection is a tribunal set up under the Act for this express purpose. This being the case, why should local councils arrogate to themselves the right to condemn all C.O.'s out of hand?

If officers of local authorities have good reason to believe that an employee applying for exemption from military service is merely shirking, then it is open to them to attend at the tribunal and give evidence to that effect. But there is no justification for the type of action taken by the Altrincham council (and others).

As a member of NALGO I wish to know what action the Association is going to take in this matter?

Yours faithfully,
JOYCE M. PARKINSON.

Lincoln.

As readers may have noticed in their newspapers, Altrincham borough council adopted, on February 12, a resolution that "in view of the fact that this corporation is engaged on civil defence measures, any officer of the council who registers himself as a conscientious objector be advised to tender a month's notice to terminate his services with the council."

Two members of the staff are affected. They were registered as conscientious objectors by the North Western Tribunal in October, on condition that they remained in their present employment. Their position is now being examined by NALGO's legal department and the case will be considered by the National Executive Council on March 9.

THE OFFICER TO-DAY
University Men Not Wanted

THE prizewinning essay by Mr. Bertram Finch proved very interesting to me, especially the paragraph beginning "The case for special provision for the entry of the university graduate into local government administration does not hold water," and ending, "There is no evidence that the ordinary graduate is more capable of taking a wide view of any problem than the trained local administrator." There is a deal of truth in this, but in making this claim, do not think that I am urging any lowering of standards.

Let us look back, say, thirty years. Then, if a youth wanting a position in local government was smart in appearance, capable of writing a good hand, and fairly quick at figures, and had moderate intelligence, the job was his. Has this system failed? I think not. Most clerical officers who started in this way are to-day holding good positions, because they have been through the mill. They know their town and its peculiarities, and are well associated, through years of experience, with the demands of the day.

Their position to-day, however, is somewhat trying, as they are faced with new systems, which, however popular they may be, are not helpful to them. One cannot expect a man of 45 to begin "swotting." Actually, he is probably hoping for the years to hasten on retirement.

There has been a tendency in the last few years to give positions to men with a pocket full of certificates, and an "old school tie." This must be watched by all local government officers, or they will find that the present democratic system will be lost. If you can begin as an office-boy, and end as a town clerk, or head of a department, entirely by your own efforts, there is much to commend such progress. Moving with the times, rationalization, and other stunts, seem to make a lot of unnecessary work, without providing any practical help to administration. Local government must be kept for the working and middle classes; university qualifications are not required.

Surrey. L.B.

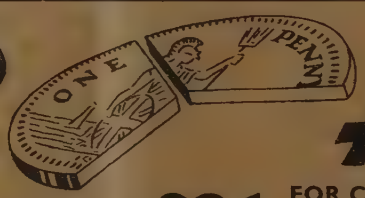
CIVIC HUMOUR
More Examples Wanted

I SHOULD be very much obliged if you would allow me to express my thanks to those of my colleagues in the Service who have been good enough to send me humorous local government stories.

The response has been quite good, but I feel sure that there are still a great number of stories untold, and I shall be grateful for any more that are sent to me.

ARTHUR CLITHEROE.

Town Hall, Bolton, Lancs.

ALL FOR  A DAY

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MODERN BOOKS ON MODERN PROBLEMS

BLACK-OUT evenings and standby A.R.P. duty have given many officers an opportunity for reading and study they missed in peace-time. We have therefore selected this month a number of recent publications well worth getting. Some of them are pamphlets ideally suited to that odd hour in the control room, others more ambitious and specialist guides to knowledge.

A.B.C. of War-Time Law, by R. S. W. POLLARD: Hamish Hamilton, 1s. 3d.—A layman's guide through the maze of wartime legislation, answering, in simple terms, every legal question likely to trouble him.

Local Services, Past and Present, by A. C. STRACHAN: Cassell, 2s. 6d.—A clearly-written and well illustrated account of the growth and modern development of the social services, written for school-children by a member of Plymouth City Council. Useful to teachers and public relations correspondents.

Illustrations of Bandaging and First Aid, by LOIS OAKES, S.R.N.: Livingstone, 6s.—The whole art of bandaging made clear in 290 specially-taken photographs. One of the simplest text-books we have seen. Every A.R.P. worker should have a copy.

First Aid, edited by DR. HALLIDAY SUTHERLAND: Livingstone, 6d.—Concentrates an astonishing amount of first-aid information into a book no bigger than, and half the thickness of, a N A L G O diary; now in its 41st edition.

Scottish Local Government, by W. H. MARWICK; **The Reform of the Rating System,** by "JOHN SULLIVAN": Fabian Society, 6d.—Latest of the stimulating Fabian Research series, the first surveying the Scottish municipal system in peace and war with a useful bibliography; the second analysing local government finance and suggesting some reforms.

Evacuation, by F. LE GROS CLARK and RICHARD W. TOMS: Fabian Society, 3d.—Constructive proposals designed to prevent evacuation collapsing in confusion and to win from it permanent social benefits.

Father and the Family, National Baby Welfare Council, free.—Some practical advice to fathers, prospective and present, on how to prepare for and bring up a family; recommended to all social workers.

War and the Medical Services, Labour Research Dept., 3d.—Left-wing criticism of the medical services, with suggestions for reform, prepared by the Joint Medical Socialist Committee.

An Outline of Statistics, by SAMUEL HAYS, B.Com.: Longmans Green, 6s.—A simple and practical approach to statistics, suitable for students preparing for technical and professional examinations.

Houses, Towns, and Countryside, by ELIZABETH E. HALTON: Association for Education in Citizenship and Garden Cities and Town Planning Association, 6d.—A simple, attractively presented history and analysis of the housing situation, including the work of local authorities, with constructive proposals for improvement.

Public Administration, Quarterly Journal of the Institute of Public Administration, January 1940, 4s.—An exceptionally interesting number, containing, in addition to reviews and book notes, articles on the organisation of Government, by Sir Gwilym Gibbon, the Impact of War on Local Finances, by J. D. Imrie; Wartime Housing Problems, by Jean Thompson, and Wartime Economic Policy and Public Administration, by Dr. J. Sykes. Strongly recommended to every officer.

FIRST-AID FOR THE TEMPORARY OFFICER

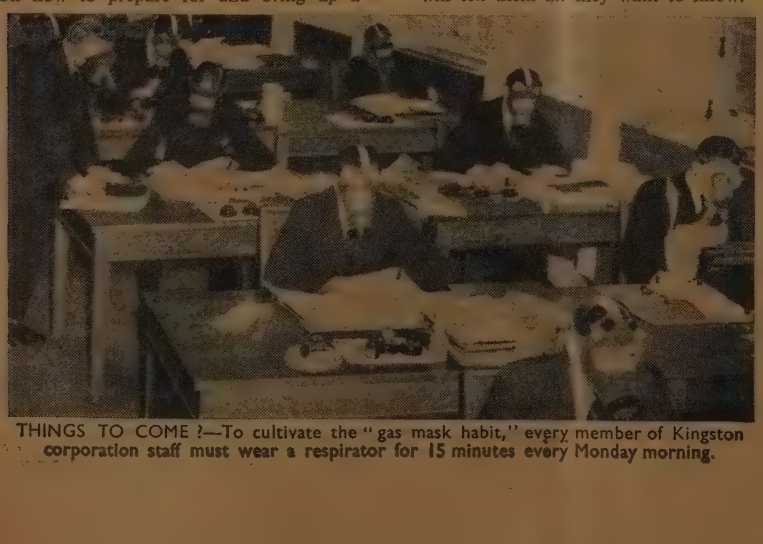
ALL over the country local authorities are engaging temporary officers to take the place of men called up for service with the Forces. Many of these people must find themselves a little bewildered in the atmosphere of the town or county hall. It is difficult for them, isolated in some departmental niche, to discover what this local government business is all about, who these clerks, treasurers, directors, surveyors, and other imposing officials are, and just what it is they do.

As usual, N A L G O has the very thing. **"The A B C of Local Government,"** by C. KENT-WRIGHT—town clerk of Stoke Newington to the world at large, but "Hyperion" to readers of this journal—will tell them all they want to know.

Mr. Kent-Wright's first qualification is a guarantee of the book's accuracy and completeness, his second an assurance that it is bright and entertaining as well as learned.

Here is a book that every temporary officer must have—and every permanent officer, too—if he wants to put the best into his job and take the best out of it. The price—4s. 6d.—will break nobody's pocket. And there is the added incentive that for every copy sold through N A L G O the publishers, Evans Brothers, Ltd., will give 1s. to the Benevolent and Orphan Fund.

Write to-day for your copy—or, better still, canvass your friends and send for a dozen—to N A L G O Centre, Croyde, Braunton, Devon.



THINGS TO COME?—To cultivate the "gas mask habit," every member of Kingston corporation staff must wear a respirator for 15 minutes every Monday morning.

Mrs. A. A. WOODMAN

Candidate for College of Nursing Council

MEMBERS of N A L G O who are also members of the Royal College of Nursing will be interested to learn that Mrs. A. A. Woodman, President of the East Ham branch, is a candidate for the forthcoming election of the College Council.

Mrs. Woodman, who is deputy-chairman of the public health section of the College, has had twenty-four years public health nursing experience, and has served on many committees. She is a firm believer in the necessity for the speedy setting up of a Whitley Council for nurses, as advocated by the inter-departmental report on the nursing services, and asks for the vote of all College members so that she may urge and support a co-operative scheme which will enable nurses to make direct representation for themselves on all matters affecting the nursing services.

We feel sure that nursing members everywhere will support Mrs. Woodman's candidature.

"A Century of Municipal Progress"

While talking of books, don't forget that, as was announced in last month's journal, "A Century of Municipal Progress," (Allen & Unwin) N A L G O's great contribution to the local government centenary, is now available in a cheap edition at 12s. 6d.

This is the book which Sidney Webb said "must imperatively be read by every local government officer, high or low, as the basis of his professional culture." Here, in nineteen fascinating chapters, each written by a leading expert—Professor Laski, Sir George Newman, Herbert Morrison, Sir Ernest Simon, Dr. W. A. Robson, Stanley Jast, Lord Stamp, Ivor Jennings, and many more—the amazing development of local government during the past century is described.

DO NOT CONCENTRATE ON WAR

Do not concentrate your thoughts upon war subjects. You will find it very worrying and very bad for the nerves.

Read, write, sketch, paint, study your vocation ; anything that will occupy your mind and your time. Make use of the long, dark nights by concentrating upon something useful.

During the last war many people learned how to write short stories, etc., today a number of them are world-famed authors.

By becoming efficient in your vocation you can give the best service to your country and to yourself. The more you increase your earning power the better it is for the country and for yourself personally.

War or no war, earning power always brings its possessor to the front. It is no use waiting for better times. The ideal opportunity never arrives. We have to make the best of existing conditions. Therefore, delay is useless ; it is worse, it is harmful.

YOU CANNOT MAKE MONEY BY SAVING. If you save 10s. per week for 10 years, you have only got £260, but if you spend 2s. 6d. per week for 12 or 18 months on a correspondence course, you give your brains a chance to earn thousands of pounds, then there is no need to save. Savings are likely to vanish, but earning capacity is a permanent investment.

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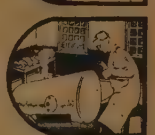

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J. H. Bennett

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SCOTTISH NOTES

THE annual meeting of the Whitley Council was held on February 7. All the existing office-bearers were re-appointed. There was only one change in the personnel of the Council, Provost Hoggan of Dunfermline having been elected by the Convention of Burghs in room of Mr. J. R. Rutherford.

The annual report stated that the work of the year had been mainly concerned with laying further sections of the foundation in the building of a complete scheme of pay and conditions for the local government administrative Service. It had been considered advisable to deal first with basic scales and conditions for the different sections of the Service before proceeding to build up a complete scheme for any one of these. The report referred to the basic scales adopted for male and female clerical assistants, for sanitary inspectors, for holiday leave, and for war service allowances. The position as to nursing staffs was explained, and it was stated that a committee had been set up to deal specially with service conditions for those staffs and also for health visitors and masseuses.

On the most important subject before the meeting—increases to meet the rise in the cost of living—the staff side submitted definite proposals. After a general discussion, it was agreed to remit the question to the executive committee which would meet on February 21, there being an understanding that whatever increases were agreed on should come into force not later than March 1.

The question of overtime was also discussed, and it was agreed to remit it to the executive. A proposal to set up a sub-committee to consider numerous questions of detail arising out of awards was not approved.

New Branch at Kilmarnock

On February 2 a meeting of about 50 members of the staffs of **Kilmarnock** decided to set up a new branch, and a small committee was appointed to enrol members and draft a constitution.

Proposed Branch at Airdrie

On January 18 a meeting of the Airdrie officials was held to discuss the question of forming a separate branch for the burgh, which is at present in the Lanarkshire branch. Unfortunately wild weather led to a small attendance. The divisional secretary spoke of the work of the Association and of the advantages and disadvantages of a small local branch. It was decided to seek the views of all members before taking a definite decision.

Aberdeen A.G.M.

Owing to local circumstances the annual meeting of the Aberdeen branch did not take place until February 12. Despite bad weather, there was a good attendance and an excellent report was submitted. It showed that membership had increased by 101 during the year to 431, service conditions had been considerably improved, and good terms had been obtained for those on military service. On the educational side of the Association's work, Aberdeen was well represented, and Mr. A. Lindsay Stewart, LL.B., had been lecturer at our week-end school at Rothesay.

The divisional secretary addressed the meeting and answered questions. It was agreed to send out a special appeal on behalf of the B. & O. Fund, and to make a donation towards providing social facilities for A.R.P. workers.

AN IMPORTANT JUDGMENT

F. G. Peddie v. Cupar Town Council

AS promised last month, we now give a summary of the decision of Lord Keith in the Court of Session in the case of F. G. Peddie v. Cupar town council.

Mr. Peddie, a member of NALGO, claimed from the Cupar town council a sum of compensation which was fixed as due to him on the abolition in 1926 (due to the operation of the Rating (Scotland) Act, 1926) of the office of collector of rates under the Cupar parish council, which he then held. A compensation allowance was calculated at the rate of 33/60ths of £120, the amount of the salary received as collector of rates. Payment of the allowance was held in abeyance, however, because Mr. Peddie secured a new appointment from the Fife county council of collector of the consolidated county rate for the Cupar district, the salary of which was greater than the sum on which compensation was based.

In 1938 Mr. Peddie retired and was awarded a superannuation allowance of £153 a year under the Local Government and other Officers' Superannuation Act, 1922. He then claimed the compensation fixed by the Cupar council, but the council refused payment on the ground that he could not receive both compensation and superannuation for the same period of service and the same loss, in view of the provisions of paragraph 7 of the second schedule to the Rating (Scotland) Act, 1926. It was also suggested that the superannuation allowance was of the nature of deferred pay and that receipt of that pay debarred him from claiming compensation.

Mr. Peddie contended that he was not claiming compensation and superannuation allowances in respect of the same period of service and the same pecuniary loss. This contention was upheld by the Court of Session, and Lord Keith, in giving judgment with costs for Mr. Peddie, said: "What he is asking now is to receive payment of the compensation which was formerly awarded him, and that is an entirely different thing from asking compensation for pecuniary loss. Consideration of the terms of paragraph 7 of the schedule to the Act of 1926 is, in my opinion, quite irrelevant for the purposes of this Action."

Mr. Peddie was supported by the Association in taking the proceedings against the Cupar council.

(Continued from column three)

tain drafting amendments which the Association considers necessary and which have been submitted to the Ministry. The Association is continuing its efforts to secure the transfer of the redundant officers.

OFFICERS AFFECTED BY NEW PENSIONS BILL

NALGO Action to Protect Their Interests

PROMPT action by the Association has secured from the Government undertakings to protect the interests of the large numbers of public assistance officers likely to become redundant as a result of the impending transfer of liability to supplement old age pensions from local to national funds.

When he outlined, in the House of Commons, on January 23, the Government's proposals under the Old Age and Widows Pensions Bill, the Chancellor of the Exchequer stated that at present 275,000 pensioners were getting additional relief from public assistance authorities at an annual cost of £5,250,000. It was proposed to transfer the relief of these people to a central organisation analogous to the Unemployment Assistance Board.

This transfer will result in nearly one-third of all out-relief cases being taken out of the hands of public assistance authorities. In consequence, a large number of public assistance officers—in London and other big urban areas probably between 50 and 65 per cent—will have their work taken from them.

On February 2 a NALGO deputation went to the Ministry of Health to urge that provision should be made in the proposed bill for:

Transference of the redundant staffs of the public assistance authorities to the new pensions authority;

Preservation of the superannuation rights and other conditions of service of the officers who are transferred; and

Payment of compensation to officers whose services are dispensed with in consequence of the Bill on the basis provided in section 150 of, and the Fourth Schedule to, the Local Government Act, 1933, the compensation provisions of which represent the most recently settled code of compensation for employees of local authorities.

On February 5 the Association was informed that provisions would be inserted in the Bill to safeguard the superannuation rights of officers of public assistance authorities who may be transferred to the new pensions authority, and for compensation on the lines provided by the Local Government Act, 1933, to be paid to those officers who, in consequence of the Bill, suffer any direct pecuniary loss by reason of the determination of their appointments or diminution of their emoluments. No mention, however, was made of any provision in the Bill to transfer to the new pensions authority those officers of public assistance authorities who would be rendered redundant.

When the Unemployment Assistance Board was established in 1934, officers of public assistance authorities were merely given the opportunity of applying for positions under the new authority. In view of this, further representations were made by the Association to the Ministry of Health, strongly urging that the redundant officers should be transferred by the Bill to the new pensions authority. On the Bill being issued it was found that the compensation and superannuation provisions were satisfactory, subject to certain

(Continued at foot of preceding column)

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SALARIES AND SERVICE CONDITIONS

THE following improvements in salaries and service conditions have been recorded during the past two months:

SOUTHERN REGION

In response to representations, **Romford** borough council has merged grades A and B and adjusted certain increments. Automatic advancement to £200 per annum at 27, subject to a satisfactory report at 23, is now assured. An officer who has matriculated or passed the entrance examination of the appropriate professional body is entitled to a salary one increment above that appropriate to his age on the scale.

These adjustments fall considerably short of the improvements sought by the Association, but they are acceptable as a step in the right direction. It is to be hoped the council will soon recognise that the higher grades do not afford adequate recognition to the staff in senior positions.

Dartford Joint Hospital Committee has also agreed to set up a local joint committee composed as follows:

5 members of the Local Joint Hospital Committee;
2 members of the outdoor staff;
2 members of the nursing staff;
1 member of the domestic staff;
Representative of NALGO;
Representative of N.U.P.E.

A new branch has been formed by the staff of the **Walton and Weybridge** U.D.C. The hon. secretary is Mr. H. T. Card.

Devon county council has approved an increase of ½d. a mile in the scale of allowances for the use of motor vehicles.

Somerset county council has increased travelling allowances in respect of cars and motor cycles by the amount of the increase in taxation, as from January 1.

Some of the local authorities in the **Isle of Wight** have asked the county council to extend the present local joint council into a Whitley council covering all the authorities in the Island. The county council is obtaining the views of all the authorities, after which a meeting will be held.

Godalming borough council has adopted the following grading scheme which takes effect on April 1, 1940:

JUNIORS	Without qualifications	With general schools or equivalent certificate.
16	£45	£55
17	60	65
18	75	75
19	90	90
20	105	105

SHORTHAND TYPISTS	£95+£15—£135 Subject to special recommendation, by further increments of £15, to a maximum of £165.
GRADE C	£120+£15—£210
GRADE B	£210+£15—£270
GRADE A	£170+£15—£315

The Branch wishes to record its appreciation of the friendly reception given by the council to its case.

Northfleet U.D.C. has agreed to the request of the local branch that a local joint committee be formed.

Norwich borough council has adopted a revised grading scheme as follows:

CLASS 1.—£50 at 16+£15 (5)+£20 (5)—£225 at 27.
CLASS 2.—£240+£10—£260.
CLASS 3.—£265+£15—£295.
CLASS 4.—£305+£15—£350.
CLASS 5.—£365+£15 (3)+£10 (1)—£420.

FEMALES:

SCALE 1.— £50+£15—£110.
SCALE 2.—£120+£10—£140.
SCALE 3a.—£150.
SCALE 3b.—£165.
SCALE 3c.—£180.

Sheerness U.D.C. has adopted a sick pay scheme providing for two months' full pay followed by two months' half pay. N.H.I. benefits will not be deducted. Cases involving more than four months' absence will be specially considered.

NORTH WESTERN AND NORTH WALES

Bebington B. has agreed, on application by the divisional secretary, to revision of the scales paid, involving the substitution of the junior, general, and clerical (section A) scales of the Whitley Council for the grades previously operative under the council's grading scheme.

Bootle C.B. has adopted new service conditions and salary scales covering entrance to the Service, promotions, office hours (9-5; 9-12 Saturdays), making up of war service pay in full, special service increments, and the following revised scales:

MEN

(1) £45 — £205 (at 26)
(5) £212 10s. + £12 10s. — £250.
(4) £262 10s. + £12 10s. — £300.
(3) £312 10s. + £12 10s. — £350.
(2) £360 + £20 — £400.
(1) £420 + £20 — £460.

WOMEN

(4) £45 + £15 — £160.
(3) £162 10s. + £12 10s. — £187 10s.
(2) £192 10s. + £12 10s. — £217 10s.
(1) £225 + £12 10s. — £250.

A special salary maximum of £500 [illegible] "key men," and a new health visitor scale, with a maximum of £250, have also been introduced.

Relations between Bootle Corporation and NALGO have always been cordial and helpful, and both are to be congratulated on these new regulations.

Glossop B., in response to an application from the Whitley Council, has resolved that the Whitley scales be applied and put into operation.

Southport C.B., following an application by the branch, has accepted a grading scheme revising completely the establishment and classification of officers.

MIDLANDS AND SOUTH WALES

The December meeting of the **Rhondda and Pontypridd** sub-branches of the **Glamorgan** branch was particularly well attended to mark the departure of Mr. Trevor Rees to take up an appointment under the Middlesex county council. Affectionate tributes by Mr. A. H. Woods, the chairman, Mr. D. T. James, superintendent relieving officer, and others, Mr. A. J. Goul[illegible] N.E.C., area clerk, made a presentation on behalf of the staff.

Solihull U.D.C. has increased the rate for junior men officers, and in both grades for women officers.

Swansea C.B. has introduced a new scheme of sickness allowances:

Officers with under 10 years' service—Full pay for 3 months, then half pay for 3 months.

Officers with between 10 and 20 years' service—Full pay for 4 months, then half-pay for 2 months.

Officers with 20 years' service and over—Full pay for 6 months.

Payment must be not less than 15s. p.w. for men and 12s. p.w. for women. Provision is made for further payments at reduced rates for a period beyond six months where a medical report certifies that resumption of duties is likely to take place within the ensuing six months. Where an employee who has been in receipt of sickness payment recovers, any subsequent sickness shall be deemed to be a continuation thereof unless there is an interval of at least twelve months between the periods of sickness.

NORTH EASTERN

Felling U.D.C. has adopted, with slight modification, the scales of salaries recommended by the North Eastern joint council. Automatic progression for male officers will operate on the basis of age to £190 at 25.

Newburn U.D.C. has adopted the North Eastern joint council's scales in full.

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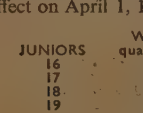

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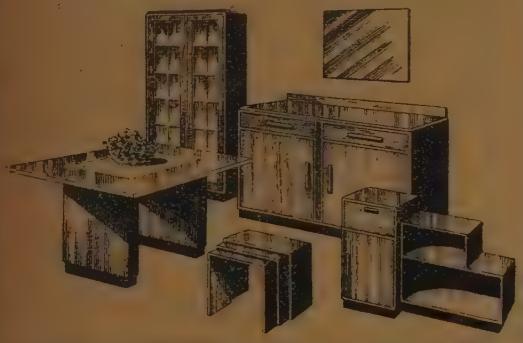

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843 COUNCILS SUPPLEMENT WAR PAY

A TOTAL of 925 local authorities, covering well over 90 per cent of all local government officers, have now reached decisions on the making up of war service pay. The position at the time of going to press was :

	No.	Per Cent
Making up balance of civil pay	515	56
Making qualified payments	328	35
Making no payments	81	9

The following list gives the additions to that published in previous numbers of LOCAL GOVERNMENT SERVICE :

ENGLAND & WALES

Authorities Making Up the Whole of the Balance of Civil Pay

METROPOLITAN BOROUGHS

Lewisham — St. Pancras — Stepney — Westminster

BOROUGHS

Barnes	Huntingdon	Pembroke
Dorchester	Kingston-on-Thames	Ramsgate
Epsom and Ewell	Margate	St. Ives (Hunts.)
Henley-on-Thames	Newcastle-under-Lyme	Wimbledon Wood Green

URBAN DISTRICTS

Beaconsfield	Clevedon	Norton-Radstock
Bedworth	Mangotsfield	Penarth
Brixham	Newton Abbot	Trowbridge
Broadstairs & St. Peters		Windermere

RURAL DISTRICT COUNCILS

Amersham	Daventry	Northleach
Andover	Devizes	St. Albans
Atherstone	Eton	Salisbury and Wilton
Axminster	Hailsham	Sherborne
Boston	Henley	Smallburgh
Bradford and Melksham	Highworth	Tavistock
Bridport	Hungerford	Totnes
Buckingham	Langport	Wallingford
	Newbury Newent	

Making Qualified Payments

COUNTY BOROUGHS

Middlesbrough—MARRIED MEN AND SINGLE MEN WITH DEPENDANTS : Difference between war service and civil pay, less following deductions :

Civil pay up to 50s. p.w.—10s. 6d.
Between 50s. and 70s. p.w.—12s. 3d.
Over 70s. p.w.—14s.
Messing allowance taken into account.

Where salary exceeds £260 p.a. following initial deduction will be made :

Between £260 and £312—2½ per cent
Between £312 and £400—5 per cent
Between £400 and £500—7½ per cent
Between £500 and £600—10 per cent
Between £600 and £700—15 per cent
Between £700 and £800—20 per cent
Over £800—25 per cent

SINGLE MEN WITHOUT DEPENDANTS to receive, *on return to employment by the Corporation*, the difference between civil and war service pay, subject to the deductions applied to married men, provided that the amount paid in any case shall not exceed £50 p.a.

BOROUGHS

Banbury—MARRIED MEN with salary not exceeding £250—90 per cent of civil pay, less service pay.

SINGLE MEN with salary not exceeding £250—75 per cent of civil pay less service pay.

All employees with salaries exceeding £250 —Each case on merits.

Beddington and Wallington—MARRIED MEN: Balance of civil pay ; SINGLE MEN : 25 per cent of civil pay, with maximum

BLACKLISTED!

"Why the—— didn't we make up their Army pay ?"

of £1 p.w., to be deposited in special account and paid to employee with accrued interest *on his return to council's service*. In the event of his death, the amounts set aside may be paid, at discretion of council, to his dependants. Applications for allowances to dependant relatives to be considered.

Bideford—Each case on merits.

Dartmouth—Each case on merits.

Dunstable—MARRIED MEN without children —£1 p.w. ; with one child—£1 5s. ; with two or more children—£1 10s., provided Service pay and allowances, plus amount received from Council, does not exceed normal civil pay.

SINGLE MEN—No payment.

Malmesbury—Each case on merits.

Marlborough—Each case on merits.

Newport (I. of W.)—Each case on merits.

Poole—Each case on merits.

Richmond (Yorks)—Each case on merits.

Ryde—Officers with salaries up to £255 —balance of civil pay ; with salaries over £255—Each case on merits.

St. Albans—Each case on merits.

Slough—MARRIED MEN : £1 14s. in respect of wife, plus 8s. for each child not over school age.

SINGLE MEN WITH DEPENDANTS : Each case on merits.

URBAN DISTRICT COUNCILS

Beeston and Stapleford—Each case on merits.

Bicester—Each case on merits.

Bishop Auckland—75 per cent of differer between civil and service pay, subject maximum total income of £225 p.a.

Chadderton—Balance of civil pay less 1 p.w., provided maximum payment council shall not exceed 30s. p.w. married men and 15s. p.w. to single m and widowers. Special consideration cases of exceptional hardship.

Haltemprice—Consideration for cases hardship.

Ilfracombe—Balance of civil pay l 10s. 6d. p.w.

Kingswood—Each case on merits.

Minehead—Each case on mertis.

Petersfield—Each case on merits.

St. Austell—Each case on merits.

Sandown-Shanklin—Each case on merits

Sherborne—MARRIED MEN AND SING MEN WITH DEPENDANTS : Balance of ci pay less 10s. p.w. for food and clothir

SINGLE MEN WITHOUT DEPENDANT As above, except that total amou will be limited to two-thirds of civil p

Street—One month's salary and £1 p.w. March 31, 1940.

Thame—Each case on merits.

Thurrock—Salary not over £208—pay ma up in full ; between £208 and £300 pay made up to four-fifths full salar over £300—pay made up to three-fourt full salary ; provided that no employ shall receive less than he would ha received had his salary been the maximu of the next lower division of this sca Applies to temporary clerical st employed for two years continuously.

Wimborne Minster—Balance of civil pa less 10s. p.w.

Wolverton—MARRIED MEN : Balance civil pay.

SINGLE MEN : Each case on merits.

RURAL DISTRICT COUNCILS

Basford—Balance of civil pay less 16s. p

Bathavon—Balance of civil pay, less £1 p

Bridgwater MARRIED MEN : Balance civil pay ; SINGLE MEN WITHOUT D PENDANTS : Balance of civil pay l 10s. p.w.

Bullingdon—MARRIED MEN : Salary not ov £300—pay made up in full ; betwe £300 and £400—pay made up to fi sixths of full salary ; between £400 a £500—pay made up to four-fifths of f salary ; over £500—pay made up three-quarters of full salary, provid that no married man shall receive l than he would have received had been in receipt of the maximum sala of the next lower division of the scale

UNMARRIED MEN WITH DEPENDANT Each case on merits.

UNMARRIED MEN WITHOUT D PENDANTS : Such sum as will, w service pay and allowances, make one-half of his full salary, subject maximum payment of £50 p.a.

Chailey—MARRIED MEN : Balance of ci pay less 12s. 6d. p.w.

SINGLE MEN : 50 per cent of t difference between civil and Army pa Cases of exceptional hardship to recei special consideration.

Chard—Each case on merits.

Chipping Norton—Each case on merits.

Dorchester—MARRIED MEN : Balance pay less 10s. p.w..

SINGLE MEN : Two-thirds civil p less 10s. p.w.

Durham—Same as Bishop Auckland (above).
Easthampstead—Balance of civil pay to men called up under Reserve and Auxiliary Forces Act, 1939. Other cases on merits.
Faringdon—MARRIED MEN: Balance of civil pay.
SINGLE MEN AND WIDOWERS WITHOUT DEPENDANTS: 75 per cent of civil pay less 7s. p.w.
SINGLE MEN WITH DEPENDANTS or other special responsibilities: On merits.
Grimsby—Each case on merits.
Hartley Wintney—MARRIED MEN: One-half difference between Service and civil pay, or Service pay made up to within 10s. 6d. of civil pay, whichever is more favourable to employee.
SINGLE MEN: No payment except in special circumstances. Contributions and deductions for superannuation scheme to be paid in full by council.
Honiton—Balance of civil pay less 10s. 6d. p.w.
New Forest—Each case on merits.
Newcastle-under-Lyme — Each case on merits.
Meriden—Employees with salary not exceeding £300—balance of civil pay less 10s. 6d. p.w.
Petersfield—Men who joined Territorials before the war—balance of civil pay less 15s. p.w.; men entering Forces since war began—each case on merits.
Ringwood and Fordingbridge—Men enlisting before September 30, 1939—balance of civil pay; men enlisting after that date—no payment, but cases of hardship to be considered.
St. Faith's and Aylsham—Balance of civil pay less 10s. p.w.
Sedgefield—Same as Bishop Auckland (above).
Shaftesbury—Each case on merits.
Shardlow—Each case on merits.
Sodbury—Balance of civil pay less 21s. p.w.
Stroud—Balance of civil pay less 10s. p.w.
Sturminster—Balance of civil pay less 10s. p.w.
Tetbury—Each case on merits.
Windsor—75 per cent of difference between civil and Service pay.
Wokingham—Each case on merits.

OTHER AUTHORITIES.

Thames Conservancy Board — MARRIED MEN: Pay made up in full; SINGLE MEN: Pay made up to one-half full salary. Cases of hardship to be considered on merits. Casual employees of less than 12 months service excluded.

SCOTLAND.
Authorities Making Qualified Payments

COUNTY COUNCILS.

Dumfries — Cases of hardship to be considered.

BURGHS.

Aberdeen—MARRIED MEN: Balance of civil pay.
SINGLE MEN: Service pay supplemented to 40 per cent of civil pay.
Dumfries—Each case on merits.
Kirkcaldy—MARRIED MEN: Balance of civil pay.
SINGLE MEN: Cases of hardship to be considered.

BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization for which they stand and they are paying those employees nothing:

ENGLAND & WALES

COUNTY COUNCILS

Glamorgan

COUNTY BOROUGHS

Bolton Burnley Merthyr Tydfil

BOROUGHS

Accrington	Maidenhead	Saffron Walden
Clitheroe	Nelson	Southall
Colne	New Romney	Stamford
Congleton	Ossett	Tewkesbury
Darwen	Pudsey	Todmorden
Jarrow	Rawtenstall	Wrexham

URBAN DISTRICTS

Aberdare	Hebden Royd	Rainford
Ashton-in-Makerfield	Kempston	Ripponden
Atherton	Kidsgrove	Skegness
Barnoldswick	Littleborough	Skipton
Barrowford	Little Lever	Stroud
Bingley	Maltby	Thornton
Brierfield	Milnrow	Cleveleys
Carlton	Mountain Ash	Turton
Castleford	Normanton	Walton-le-Dale
Cirencester	Oswaldtwistle	Washington
Clayton-le-Moors	Padstow	Westhoughton
Ebbw Vale	Pontypridd	Wombwell
Frinton and Walton	Portland	Worsborough
Gt. Harwood	Poulton-le-Fylde	

RURAL DISTRICTS

Bowland	Easington	Oswestry
Carmarthen	Evesham	Wadebridge
Cheadle	Garstang	Wakefield
Cirencester	Haverfordwest	West Dean
Congleton	Okehampton	West Penarth
Droitwich		

SCOTLAND

Dunfermline B. Lochgelly B. Port Glasgow

Officers seeking new appointments will, no doubt, keep these authorities clearly in mind.

We regret that Newport (I.O.W.) B. & Lindsey C.C. were erroneously included in this list last month. Both are treating each case on merits.

AMENDMENTS

Blackburn C.B.—Scale applies to married men only.
Penge U.D.C.—Each case on merits.
Horsham U.D.C.—MARRIED MEN: Civil pay less Army pay and allowances plus 3s. in the £ of civil pay, with maximum of £1 p.w. SINGLE MEN: Civil pay less Army pay and allowances, plus 7s. in the £ of civil pay.
East Barnet—MARRIED MEN: Each case on merits. SINGLE MEN: No payment except in special cases.

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly-qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued free of charge. At the 1939 Examination (Extension Scheme) 9 Wolsey Hall Students obtained the Diploma, forming OVER THE PASS LIST.

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—*Professor J. R. Hicks (Manchester University), in a B.B.C. broadcast, January, 1940*

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HEADQUARTERS ADDRESSES

MEMBERS will avoid delay and confusion if they will note the following addresses when communicating with Headquarters :

The **General Secretary** (personal correspondence), the **Public Relations Officer,** and the **Editor of "Local Government Service"—27, Abingdon Street, London, S.W.1.** (Telephone and Telegrams, **WHItehall 9351**).

All other communications—**NALGO Centre, Croyde, Braunton, Devon** (Telephone and Telegrams, **Croyde 212**).

Please **DO NOT** send telegrams to the Association's former telegraphic address, Natassoc, Parl, London ; they would be redirected by the Post Office from London to Croyde, with consequent delay.

Address all correspondence to the **General Secretary,** endorsing it with the appropriate subject—"legal," "insurance," "finance," "organisation," "public relations," or "special activities." Correspondence addressed to a member of the staff individually may be treated as private and, if he happens to be absent from Headquarters on business, there may be needless delay in dealing with it.

Addresses of the Divisional staff are as follows :

Southern Region : Regional Officer, T. M. KERSHAW, 27, Abingdon Street, London, S.W.1 ; WHItehall 9351. Divisional officers : N. M. WOODCOCK, 10, Hutcombe Byway, Stone Gallows Hill, Taunton ; Taunton 2779 ; and J. MELVIN, 54, New Street, Chelmsford ; Chelmsford 2046.

HEADQUARTERS ANNOUNCEMENTS

Midland Region : Regional officer, J. E. N. DAVIS, Prudential Buildings, St. Philip's Place, Birmingham 3 ; Central 1836.

North Western and North Wales and National Whitley Officer : HADEN CORSER, 2, Mount Street, Manchester 2 ; Blackfriars 7668.

North-Eastern and Yorkshire : W. CECIL WOOD, 12, East Parade, Leeds 1 ; Leeds 24861.

Scottish : J. M. MORTIMER, 67, West Nile Street, Glasgow, C.1 ; Douglas 404.

CIRCULARS TO BRANCHES

The following circulars have been sent to branches since February 1, 1940.

7/ORG/40 (To branch secretaries)—detailing the National Whitley Council decision on cost-of-living bonus.

8/GEN/40 (to branch secretaries)—enclosing minutes of Torquay Conference.

9/GEN/40 (to branch secretaries)—giving instructions for the delegate meeting to be held in place of the annual conference, 1940.

10/GEN/40 (to branch secretaries)—appealing for the Lord Mayor of London's Penny-a-Week Fund for the Red Cross.

11/LEGAL/40 (to branch secretaries)—explaining the action taken by the Association on the Old Age and Widows' Pension Bill.

ARE YOU RENEWING YOUR CAR INSURANCE?

Early Instructions Essential

THE Minister of Transport has announced that motor licences taken out in March can be antedated to cover the Easter holidays. Licences will be available from March 21 on payment of the appropriate charge for the extra days.

Many members have asked the insurance brokers to suspend their "road risks" insurance from January 1 to varying dates after March 20. If they wish to use their cars from March 21 they should return their certificate of insurance to the insurance brokers, Norman Frizzell & Partners, Ltd., Ellerslie School, Kingston Road, Staines, Middlesex, at once.

Members whose policies fall due for renewal in March should give instructions immediately upon receipt of the renewal notice.

The importance of doing this immediately will be recognised when it is explained that March is normally the busiest month of the year for motor insurance and that staffs have been depleted by the war. It will be almost impossible to deal with applications if they are held up until the eve of the holidays.

COST OF LIVING

The average percentage increase in the cost of living index figure over the July 1914, level for the past six months is :

September ..	55	December ..	73
October ..	65	January ..	74
November ..	69	February ..	77

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BOURNEMOUTH.—69, Lansdowne Rd. Board Residence. Splendid Food. Perfect Freedom. Near sea, Stn. Free Parking. June, July, 45/-. Aug. 2½ gns.—**Rouse.**

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BOURNEMOUTH.—"Wrenwood," Florence Rd., Boscombe. Near Pier, Amusements, Ex. Cuisine, Sep. Tables, H. & C. Bedrooms. Phone: Bos. 1349.

BOURNEMOUTH. — "Winchmore" P.H., Knyveton Rd., East Cliff. Pleasant Garden. Close Sea, Tennis, H. & C., Gas Fires. Fr. 2½ gns. Ph.: 3130.—**Gamble.**

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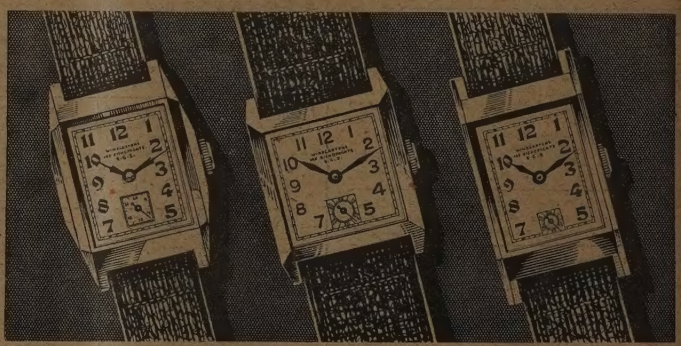

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